

LEARNING & BEHAVIOURAL DESIGN

Bespoke behavioural framework design

'GRIST understands the psychological aspects of performance and improvements. They understand how people think, operate, and perform and they understand how to influence human behaviour; this really underpins their whole system. They are focused on truly embedding a change into the culture of the organisation.'

— David Ackland, Executive, Energy Australia

GRIST micro-behavioural frameworks provide individuals clarity about what and how to do the actions that, when aligned, bring an organisational vision and strategy to life.

We interpret organisational objectives, vision, values, regulations and more into simple and easy-to-do behaviours.

A GRIST micro-behavioural framework can be used to:

- communicate why change is needed
- plan what needs to be done and how to do it
- assess and track performance
- identify strengths and areas of improvement
- create development and coaching plans

Process

- Articulate the vision, mission, values and strategy to be implemented
- Review current state behaviours and identify desired state behaviours
- Create clear intent statements for required competencies and/or skills
- Design critical micro-behaviours aligned to job roles

Get in touch: info@gristconsulting.com.au

WHAT THE NUMBERS SAY



16,000 leadership conversations assessed and analysed, providing data and insight into what effective leadership conversations sound like

Design principles

- We select the few, critical micro-behaviours that will have the biggest impact on outcomes
- We value a plain-English, concise approach that makes change less daunting, simple and quick to implement
- All GRIST frameworks are compliant by design
- Our design is always human-centred; meaning it's created with the end-user at the forefront
- We incorporate best practice customer experience, wellbeing and behavioural psychology principles within the overarching architecture and individual behaviours
- All frameworks are designed to aid capability assessment, diagnosis of areas of opportunity and development on the job

