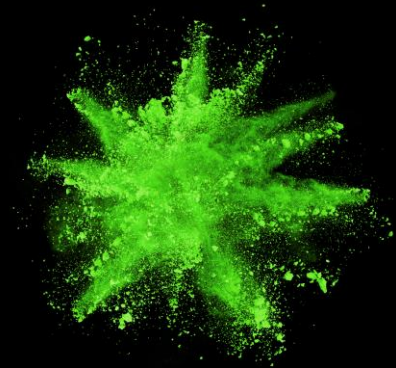


**Deloitte.**



Deloitte Greenhouse  
Labs

**Deloitte  
Greenhouse®**



Deviate from the norm  
and explore new ways  
to achieve **breakthroughs**

**Deloitte**  
**Greenhouse®**

## Overcome roadblocks to success

Organizations face a range of setbacks that hold them back from moving beyond business as usual and towards meaningful results



### **Worn Approaches**

Getting stuck in systems and processes that make it nearly impossible to go beyond business as usual



### **Murky Challenges**

Struggling to find a clear path to success, when success itself is poorly defined



### **Misalignment**

Failing to find the common ground within teams, around challenges and opportunities



### **Time wasters**

Spending countless hours on emails, presentations, and meetings that lack direction and inspiration to bring teams forward

# The 5 Lab Elements

## The difference between a workshop and a Greenhouse Lab

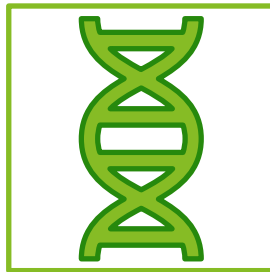
When you step into a Deloitte Greenhouse™, you step away from the standard meetings, flat presentations, and status-quo thinking.

The Lab experience differs from standard workshops by being meticulously custom-designed to help you dig deep into complex issues and accelerating the creation of refreshing new solutions.

### The Lab



Trained Facilitators



Behavioral Science



Key Participants



Specific Environment



Extensive Research

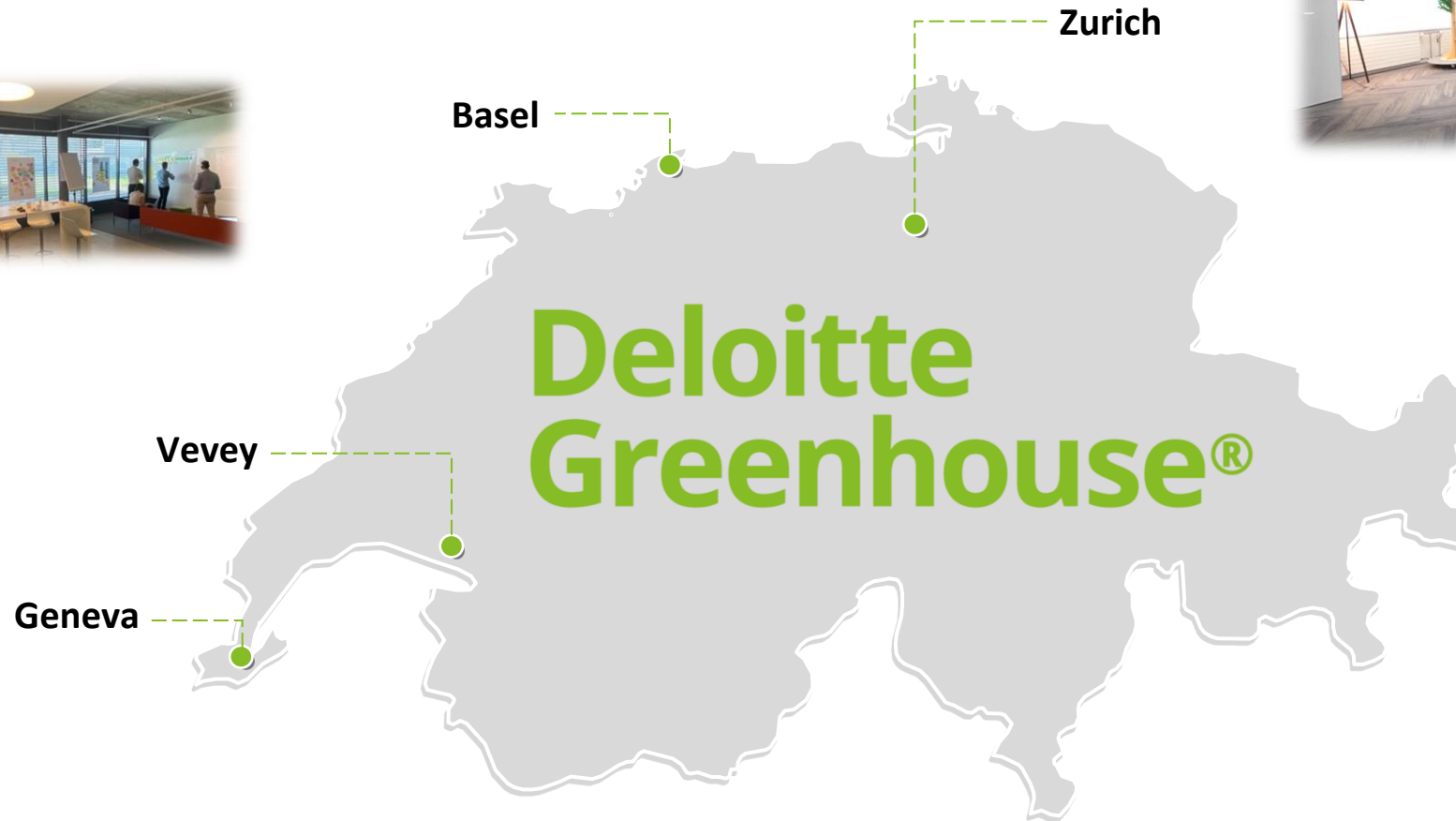
## Overview of most popular lab offerings\*

Greenhouse Labs				
LAB TYPE	THE MOMENT	PARTICIPANTS	KEY OUTCOME	SELECT CREDENTIALS
<b>Transition &amp; Elevate Labs</b>	A new role change; move to a new organization; new team or new strategy	Client executive; Greenhouse facilitator; co-facilitator; Lab Manager	180-day plan	<ul style="list-style-type: none"> <li>• Multinational food and drink processing conglomerate</li> <li>• Leading global industrial equipment manufacturer</li> <li>• Swiss gasoline retailer</li> </ul>
<b>Breakthrough Labs</b>	Any type of client challenge ranging from strategic roadblocks, technological challenges, need for a new forward-thinking vision, etc.	Deloitte SME, LCSP, Greenhouse facilitator, co-facilitator, lab manager, client team	Depending upon challenge a new vision, fresh ideas, concrete plan of action with responsibilities, roadmap for change etc.	<ul style="list-style-type: none"> <li>• Global, research and development pharmaceutical company</li> <li>• Swiss retail bank</li> <li>• CH-based global universal bank</li> </ul>
<b>Sustainability Labs</b>	Executive who has a new / extended mandate for addressing sustainability topics	Client executive; Deloitte Sustainability SME, Greenhouse facilitator; Lab Manager	Inspiration; Sustainability ambition; Action plan	<ul style="list-style-type: none"> <li>• Publicly traded luxury goods holding</li> </ul>
<b>Business Chemistry / Team Alchemy</b>	Executive teams that need to improve their effectiveness and collaboration	Client executives, Deloitte facilitator, Greenhouse facilitator	Benchmarked strengths and opportunities, identified improvements and commitments	<ul style="list-style-type: none"> <li>• American pharmaceutical company</li> </ul>
<b>Launch Labs</b>	Confirmation of a new, large-scale and/or complex project	Deloitte project delivery team; Opportunity leader; Key client project stakeholders	Shared vision; Mitigation plan; Business Chemistry team compositions	<ul style="list-style-type: none"> <li>• International commodity trading and mining company</li> </ul>

\*See appendix for a detailed description of each lab

# Greenhouse Locations

## Switzerland



# Contact

Deloitte Greenhouse Team Switzerland

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**Greenhouse®**



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# **Appendix**

## Greenhouse Lab Details



# Types of Labs




- Executive Transition Labs
- Breakthrough Labs
- Sustainability Labs
- BC / Team Alchemy Labs
- Launch Labs  
joint Deloitte & Client Team

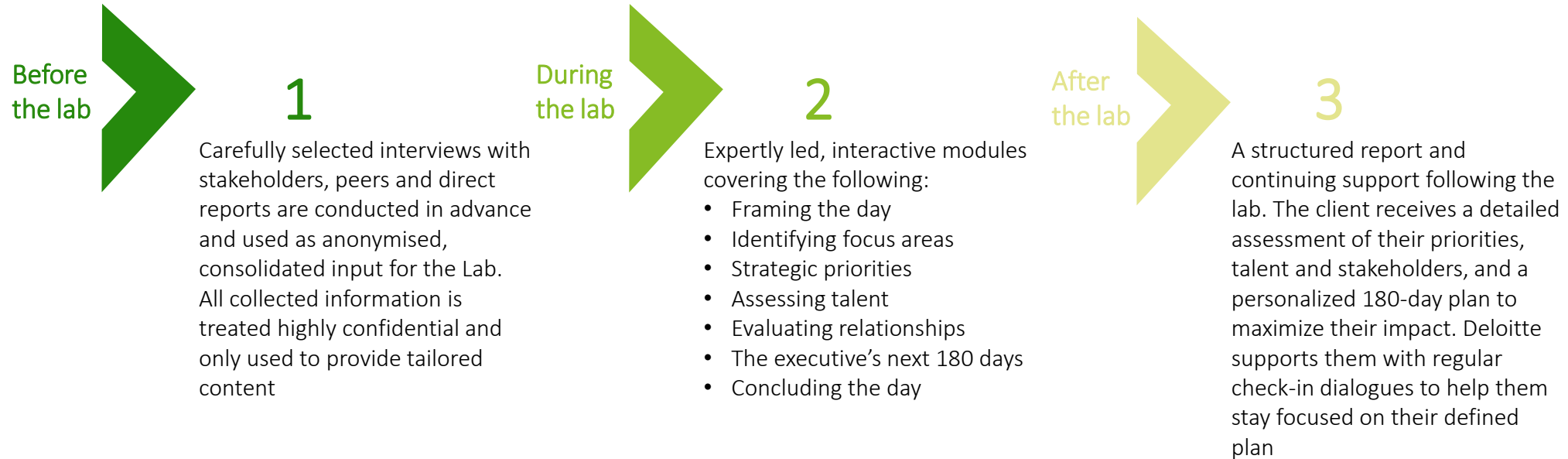




# Executive Transition Labs

The Executive Transition Lab is a **tailored one-day experience** built to ensure that the senior executive thrives in their (new) role. Experienced Deloitte senior facilitators guide the executive client through the modules, focusing on the three most important resources any executive must manage:

-  **Time** – Personal and organisational time management
-  **Talent** – The executive's team in the organisation
-  **Relationships** – Critical stakeholder relations



# Breakthrough Labs

## Your Challenge

Your challenge is hard to define, spanning multiple topics, departments, and processes. Data is either missing or unreliable, the conditions and the requirements are constantly changing, and known methods of analysis don't seem to work.

## Our Approach

We create an immersive, interactive lab experience that enables out of the ordinary thinking by combining behavioural sciences, design thinking, and Deloitte's unique IP. We base our design around 3 principles:

Principle 1 **We start with you and your people as the most valuable assets.**

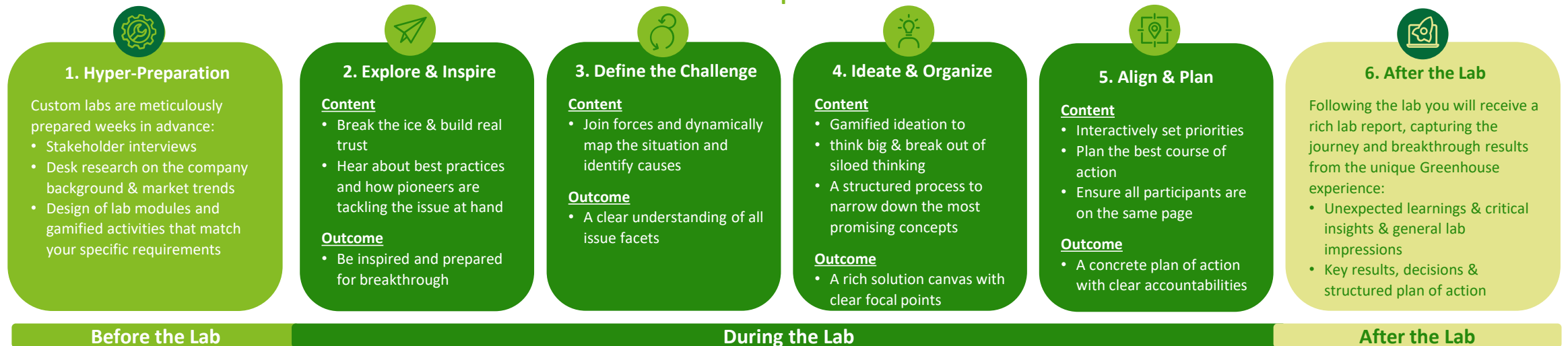
Principle 2 **We chunk workshops into logical, bite-size acts to maximize engagement.**

Principle 3. **We choose facilitation techniques and technology to match the challenge – not the other way around.**

## The Benefit

You will gain a deep understanding of the challenge, identify new opportunities, develop potential solutions, and define a concrete action plan aligned across the main stakeholders. Be inspired by what can be achieved in a one-day Greenhouse lab!

## A Sample Lab



# Sustainability Labs

## Navigating the rising sustainability agenda

With the rise of the sustainability agenda, the CxO will need to re-orientate themselves.

The CxO Sustainability Lab is designed to help CxOs rapidly pivot their role to incorporate his or her sustainability agenda and priorities. By building an understanding of how sustainability topics are **reshaping** the CxO role, the lab enables the CxO to crystallize his or her **ambition**, define their **key priorities** and develop a clear **action plan**.



### The changing role of the CxO

Get Deloitte’s senior expert PoV on how sustainability is reshaping not only the role of the CxO, but also the industry in which his or her company operates. Understand how the CxO’s sustainability ambition compares to that of his or her peers.



### Sustainability Ambition and Impact

Define a future-proof sustainability ambition and explore the role that the CxO plays in realizing this ambition through reviewing what energizes him or her, what keeps him or her awake at night and what legacy he or she wants to leave behind with respect to the sustainability agenda.



### Priorities and Planning

Bring the ambition to life by reviewing where sustainability efforts are currently focused, and where more emphasis is needed in the future. Zoom in on critical priorities and identify what actions, behaviours, initiatives etc. are required to achieve these. Create a concrete plan of action, including a view on KPI’s, required stakeholder input and critical milestones.

## Following the Lab

Following the Lab, you will be presented with a confidential report which summarizes and synthesizes the discussions from the day. The sustainability-focused action plan will be populated with relevant organizational milestones. It will include early wins and issues that require urgent attention, as well as long-term sustainability priorities that are important to the success of the organization and your legacy as a CxO.

## Example Agenda

Module	Topic
1. Welcome	Lab objectives and intended outcomes
2. Sustainability Pivot	Determine how sustainability is shifting business priorities and reshaping your role
3. ESG Benchmark	Understand how your sustainability ambition compares to your peers
4. Personal Impact	Explore your hopes, concerns and the impact that you want to have in this role
5. Time	Review the four faces model and discuss time allocation across each role
6. Priorities	Identify key priorities and prioritize by importance and urgency
7. Planning	Synthesise key actions and insights into a concrete action plan
8. Close	Recap on outcomes and next steps

# Business Chemistry / Team Alchemy Labs

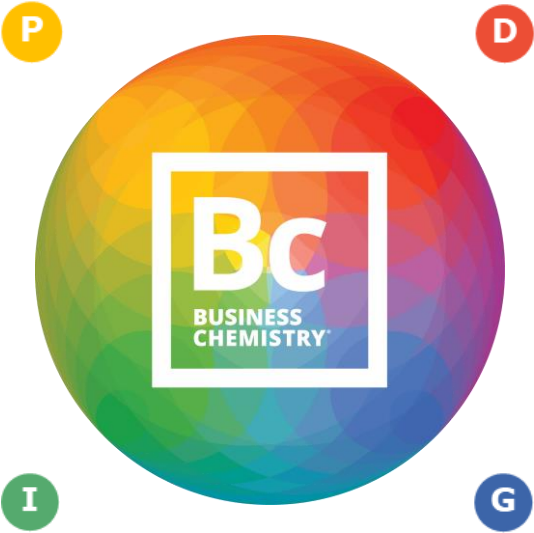
## Business Chemistry – Using science to improve the art of relationships

Expressly designed for use in a business context, **Business Chemistry** can help you grasp where others are coming from, appreciate the value they bring, and determine what they need in order to excel.

Business Chemistry is used by hundreds of thousands of professionals around the world to build stronger relationships, increase team performance, and create exceptional organizations. It is a science-backed system that provides insights about individuals and teams based on observable traits and preferences.

The Deloitte Greenhouse team will partner with you to determine the best way to bring Business Chemistry to your team, whether it be a fundamentals session or as part of a Breakthrough Experience.

Find out whether you are more of a pioneer, driver, integrator or guardian.

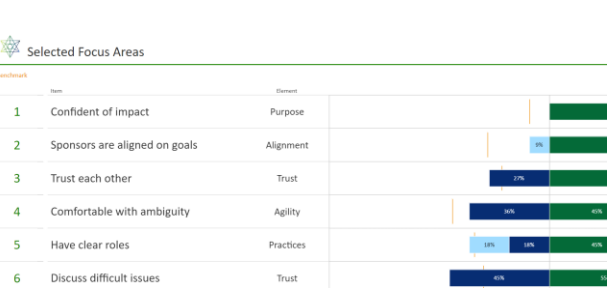
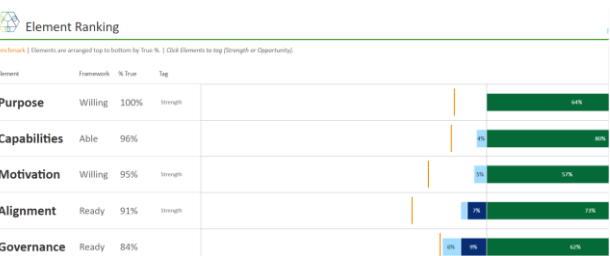
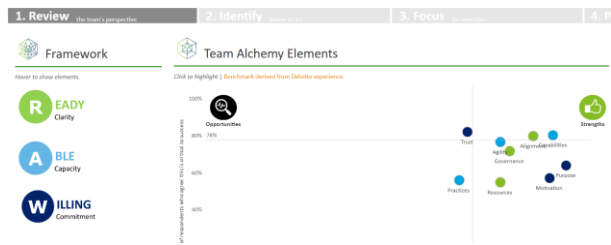
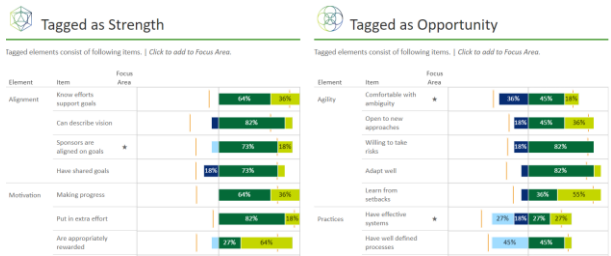


## Team Alchemy – Enabling high performing teams

Propelling teams toward their full potential, **Team Alchemy** provides an integrated data-driven lab experience that reflects latest research into team effectiveness with the use of team performance benchmarks and customized learning scenarios.

Today’s teams can’t wait around for the magic to happen. They need a reliable way of turning potential into progress. Team Alchemy helps uncover the mystery behind high-performing teams. Starting with inquiry and analysis, Team Alchemy surfaces actionable insights that help spark authentic conversations, allowing teams to seize new opportunities.

The Deloitte Greenhouse team partners with you to determine the right lab experience for your team that offers maximum impact. Team Alchemy can be delivered as a standalone session or as part of a Breakthrough Experience.



# Launch Labs for joint Deloitte-Client Teams



36% of projects fail to meet their goals, and 70% of companies report at least one failed project in the last year<sup>1</sup>.



Research by Deloitte<sup>2</sup> suggests that the issue isn't tactical or strategic. Rather, human factors can explain much of the gap between aspiration and execution.



So strip away everything you think you know about the project kick-off:

**The Greenhouse Launch Lab is an engaging, human-based project kick-off experience. Participants leave not just informed but aligned, engaged, and prepared to deal with expected and unexpected challenges, with a deepened level of trust between all project stakeholders.**

## Project Ambition



What does true success mean – not only for the organization, but also the team and each individual. The ambition is made up of a rich vision and compelling purpose

### Key Outputs

- Project vision brought to life
- Articulated shared purpose / why
- Individual commitment to vision/purpose
- Project Manifesto

## Action, Preparation & Mitigation



Transform insights into concrete actions to engage more effectively as a team. Uncover strengths, potential pitfalls and practise adaptability and agility with the project plan.

### Key Outputs

- Project premortem (failure risks; success factors)
- Plan to address pitfalls, mitigations and “elephants” in the room

## Team Composition



Deloitte's proven Business Chemistry® reveals differences in working and communication styles, and what the resulting group dynamics mean for project success.

### Key Outputs

- Business Chemistry Team compositions, team assessment, and personal styles
- Shared values map

<sup>1</sup> Complete Collection of Project Management Statistics 2015 (wrike.com)

<sup>2</sup> Deloitte (2021). Preparing for Launch: A human-centered approach to project kickoffs