

Pilot Case Brief – 360-Degree Values & Culture Assessment

(For distribution to corporate prospects – 2-minute read)

Who should read this

CHROs, COOs, and Culture & Ethics Officers looking for a low-friction, proof-of-value pilot that pays back in a single quarter.

Client Profile

Measure the alignment between stated values and daily behaviour across teams.

- **Sector:** Global consumer-goods manufacturing
- **Scale:** 4 manufacturing plants, 3 regional offices, 4 100 employees total
- **Strategic challenge:** Rising misconduct claims, below-benchmark engagement (-9 pts v. industry), and an urgent board mandate to rebuild trust after a high-profile discrimination case.

Pilot Scope

Item	Detail
Cohort	126 managers (strata II–IV) across EMEA business unit
Timeline	12 weeks – scoping to action-plan sign-off
Instruments	Values-driven 360° survey (8 competencies, 1–7 Likert, 10 open items), AI-supported sentiment & risk scan (human-verified), Individual coaching & team dashboards
Governance	GDPR-compliant, anonymity threshold ≥ 5 raters, ethics sign-off by works council

Key Findings & ROI

Theme	Insight	Business signal
Leadership gaps	Decision-making scored 4.9/7 vs. peer norm 5.6; lowest in “Psychological Safety” (-0.8 SD)	Indicates risk-averse culture blocking innovation
Trust & dignity markers	Respect index \uparrow 5.1 \rightarrow 6.0 after workshops; harassment comments \downarrow 31 %	Early traction on behaviour change and tone-from-the-top

Hard ROI	Formal grievances ↓ 27 % (from 26 → 19); legal exposure avoided ≈ €280 k	Direct cost avoidance inside first six months
----------	--	---

Intervention cost: €34 k (survey licences, coaching, workshops)

Benefit–cost ratio: 8 : 1

Pay-back time: < 3 months — well before project close

“With minimal intervention costs and measurable change in under three months, the pilot broke even long before the final report.” — Finance-BP estimate

Voice of the Client

“This wasn’t another HR dashboard – it surfaced the real behaviours undermining performance. Within three months, we saw grievance numbers drop and cross-plant collaboration improve noticeably.”

– VP Human Resources, EMEA Manufacturing

At-a-Glance Infographic

Risk	Intervention	Result
<ul style="list-style-type: none"> ▶ 26 formal grievances ▶ Low trust ▶ High legal exposure 	<ul style="list-style-type: none"> ▶ Values-360° survey + AI risk scan ▶ 2× leadership labs ▶ Targeted coaching ▶ Action-plan sprint 	<ul style="list-style-type: none"> ▶ Grievances ↓ 27 % ▶ Respect index +0.9 ▶ €280 k cost avoided ▶ 8 : 1 ROI ▶ Pay-back < 3 mths

Next step / CTA

Book a 20-minute scoping call or **request the full two-page PDF** at cac.management/pilot-brief to explore a fast, low-risk pilot for your leadership cohort.

 Book a Consultation: <https://calendar.app.google/JVvoxAbQWMUiNpNz8>

Prepared by CaC Management BV – Expertise in Organisational Design, Leadership & Culture