



Client Success Story:

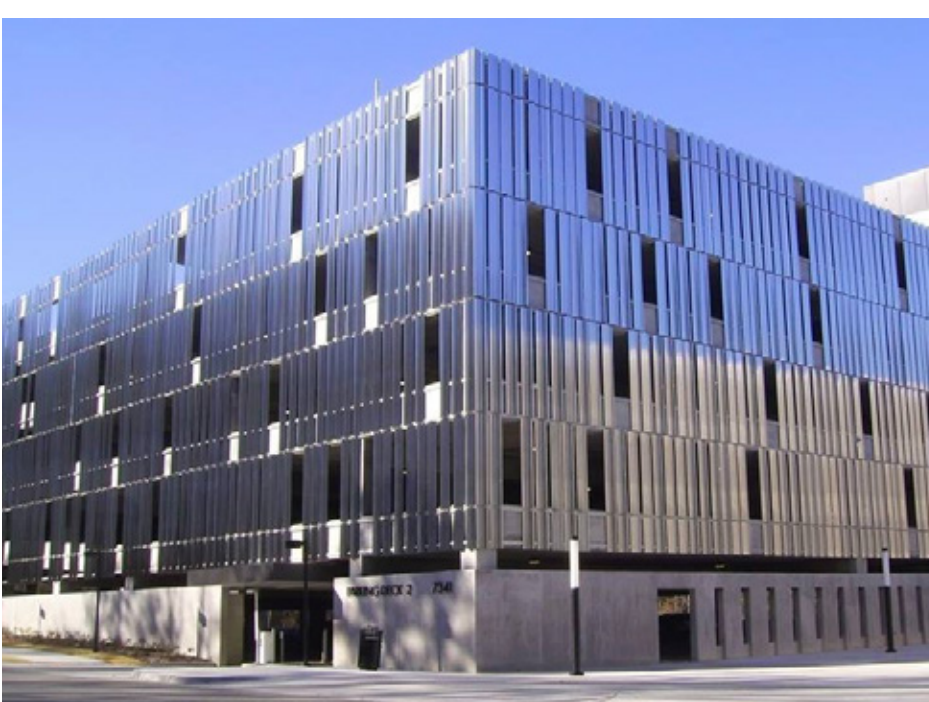
Validation of Cultural Alignment

NCI Building Systems

HQ: Houston, TX

Industry: Construction

Employees: 5,300



NCI Building Systems, Inc. (NCI), one of North America's largest integrated manufacturers of metal products for the nonresidential building industry, was experiencing some organizational challenges. Leadership didn't seem to have a firm understanding of the company direction, or of the mission, vision and culture.

In an attempt to revamp and reconnect its leadership and employees to culture, NCI engaged ETW to conduct two interactive workshops focused solely around forming a mission, vision and observable behaviors.

For the first time, it seemed that the leadership team was on the same page for where NCI was headed as a company. This perception would be validated through using an organizational culture survey to analyze the culture of the company and how individual employees perceive it.

The raw data was collected and benchmarked against a global database, rating NCI's performance in terms of cultural alignment.

NCI scored in the top quartile.

"The execution by the ETW Team was really quite masterful

as they demonstrated how creating your mission, vision and purpose should not just be a marketing activity. It should really be about aligning your people. Our leadership team is now much more cohesive as a result of the ETW workshops."

Katy Theroux

Chief Human Resources Officer, NCI Building Systems, Inc.



Align • Engage • Perform

About ETW

ETW provides a platform to track, evaluate and measure employee performance against the major objectives of the organization. Easily execute and translate long-term strategy into clear, actionable goals. With ETW you can effectively communicate the company's roadmap to success and engage everyone throughout the organization with that roadmap. Using ETW your organization can connect employees to strategy and culture to drive sustainable winning results.

For more information or to achieve similar results in your organization please visit www.etw.com