

CAT programme FAQs

Q1. What does CAT stand for?

CAT stands for 'Cultural Alignment Transformation.'

Q2. Is each CAT programme bespoke?

Yes – each CAT programme is tailored to the specific cross-cultural dynamics of your global teams.

Q3. Are there any other programmes similar to CAT?

CAT is unique and the result of many years' research, trial, error and innovation. CAT is a new category in ED&I and performance improvement.

Q4. Who is CAT designed to help?

We designed CAT to help Tech teams, particularly Agile teams, as they benefit greatly from the programme. However, the CAT programme delivers outstanding results for global teams in all business functions, industries and locations.

Q5. Is CAT designed for new or existing teams?

Both. CAT sets new global teams up for success from day 1, so they don't have to fix problems down the line. For existing global teams, CAT identifies what's holding the team back, then optimises performance by getting them culturally aligned.

Q6. How is the CAT programme delivered?

CAT is a hybrid programme. This means it's delivered partly remotely using Video Conferencing tools, and partly in-person through workshops.

Q7. Who delivers the CAT programme?

Our team of experienced consultants and facilitators deliver the CAT programme in person and online.

Q8. How long does the CAT programme last?

A full CAT pilot programme is designed to take around 12 weeks, or a business quarter.

Q9. How does the CAT pilot work?

We run a CAT pilot to establish proof of concept. Based on a successful pilot, we scale-up across selected global teams. We also set up governance groups including HR and Finance to ensure support for the CAT programme across the organisation.

Q10. What kind of time commitment is required?

CAT is designed to deliver maximum benefit for minimal outlay in time and stakeholder commitment. Interviews and status update meetings generally last 30 mins to 1 hour. Group activities last 1 day (CAT kick-off workshop) and 2-3 days (CAT co-create workshop).

Q11. How do you scale the CAT programme?

Following a successful CAT pilot, we cascade the programme across the rest of the global team in phases, with 'Culture Champions' supporting the change throughout the process.

Q12. What kind of follow-up do you provide?

We carry out quarterly CAT Retrospectives to check teams are aligned to the target culture, changing course if required.

Q13. What size of company is CAT designed for?

CAT programmes work for companies both large and small. Our simple pricing structure can be adapted as required.

Q14. Is CAT good for Agile teams?

Yes! Agile behaviours such as pushing back, speaking up, and sharing ideas are the things that make Agile so effective. We support new and existing Agile teams to drive change from the ground up, empowering them to their best.

Q15. How do you embed new ways of working?

We use tools and techniques during the 'Culture Shift' phase to embed the new high-performance culture. Working closely with your internal teams, especially HR, we fully support the handover and help incorporate the programme for new joiners.

Q16. Does CAT impact attrition?

A culture where employees know their voice is heard and opinions counts drives loyalty to the organisation. We support all employees by demonstrating and communicating how a high-performance culture can benefit everyone.

Q17. How does the CAT programme impact our employer brand?

With ever-increasing competition for the best talent, high performers want to work in high-performance cultures. Our research shows that workplace culture is the single most important factor for job satisfaction over other factors, including financial reward.

Contact us to find out more about how we can transform your global team performance at contact@togetherglobal.com