



one hour to talk

**Helping people win**

**Onehourtotalk Culture Analysis®**

Your fast track tool for assessing your team culture

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## What if your biggest risk isn't the market, but your own team culture?

Good people are leaving. Conflicts are increasing. Decisions are taking too long. The mood is deteriorating. The poor team energy is affecting customers.

When you talk to your team, people are looking for someone to blame. Everything seems unstable. That's exactly the problem.

### What's it all about?

The onehourtalk culture analysis reveals where your team culture is already crumbling

- **where culture** still supports and where it already slows things down
- **where leadership** provides guidance and where it merely administers
- **where trust** still exists and who is quietly and secretly jeopardizing it

**With our unique expertise we conduct in-depth, highly anonymous interviews with key people of your team.**

- ✓ The end result is not a report for the filing cabinet, but a plan of action based on insights that shows:  
What is successful? What could tip the balance? Where do you need to start if you want to remain successful?

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Introducing our specially crafted **onehourtalk Cultural Analysis**, designed to provide a deep and tailored understanding of current team dynamics and the lived corporate culture – particularly within the tension between strategic growth and a values-based identity. Through a structured process, we conduct in-depth interviews with key stakeholders – typically 8 to 20 conversations – to gain differentiated and representative insights. Our analysis not only captures perceptions but also uncovers systemic patterns and cultural fault lines that may impact the ongoing transformation. Based on this foundation, we precisely identify opportunities, reveal hidden cultural tensions, and deliver actionable strategies to guide organizations to their next level of success – ensuring that culture becomes a driver of progress, not an obstacle.

**Our approach goes beyond understanding.** We distill qualitative data into concrete insights and develop targeted measures to align growth, culture, and leadership effectiveness – enabling organizations to act with credibility, unlock potential, and shape their future with clarity and conviction.

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## Why is this different from any employee survey?

Because we don't measure symptoms, we measure patterns. Because we don't ask how it feels, we ask why it developed that way.

And because our analysis doesn't stop at "recognition," but provides guidance for real decisions:  
For the highest impact in your leadership and your economic growth.

**"Those who merely describe culture change nothing. Those who recognize patterns gain the power to act."**

## Who is this for?

For teams that:

- ✓ feel that something is wrong, but can't put their finger on it.
- ✓ want to make a personnel decision but are not sure if it is the right step.
- ✓ want to find out which patterns are hindering the team's success.

**As long as we remain stuck in old patterns, we repeat the past. Once we recognize patterns, we can shape the future.**

# Onehourtalk Cultural Analysis®

Your key to a successful team culture

The **onehourtalk culture analysis** is your key to a precise and in-depth team analysis. It creates the basis for identifying the decisive levers for future success. It offers tangible benefits:



## A clear view of cultural friction losses

We uncover systemic areas of tension, untapped potential, and silent resistance—before they can have a negative impact on your company. Preventive identification helps you avoid costly conflicts.



## Strengthening performance and loyalty

Through targeted development initiatives and the identification of stress factors ("bad apples"), you can increase reliability, motivation, and cohesion within the team. This has been proven to lead to higher productivity and lower staff turnover.



## Guidance for strategic decisions

You will receive a sound basis for making clear decisions on growth measures, leadership issues, or personnel decisions. Our analysis provides objective decision-making criteria that minimize wrong decisions.



## Culture that shapes the future carries

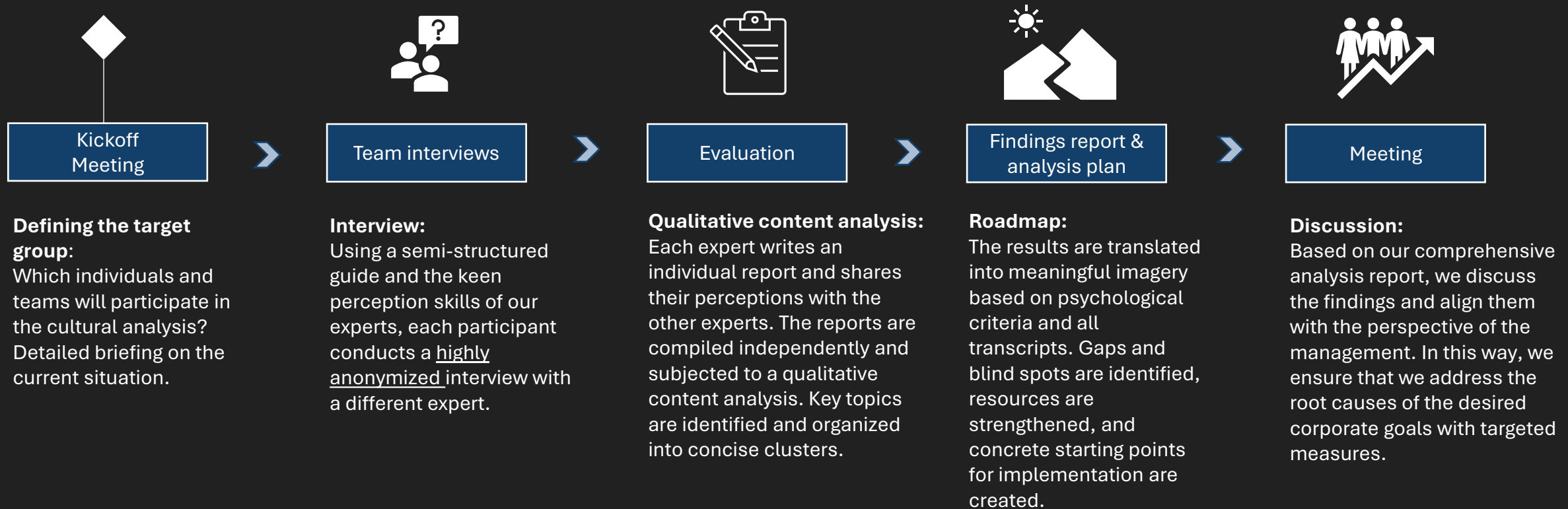
We not only show you where culture is at risk of collapsing, but also the way back to a credible, sustainable leadership culture that ensures long-term corporate success and supports change processes.

# Onehourtalk Cultural analysis®

Detailed process

## + Success through a unique system

The onehourtalk cultural analysis makes companies and teams fit for the future. Using our specially developed process, we analyze your current patterns and identify the key starting points that will lead you to a successful future:





# Onehourtalk Cultural Analysis®

Our specially assigned team of experts, led by co-founder Hannah



To ensure maximum objectivity and accurate results, we involve specially trained experts from our team in this process. The in-depth interviews are assigned to different experts, which ensures an unbiased perspective. The collected results are then analyzed by our team and compiled **anonymously** to create a scientifically sound and clearly understandable analysis. With this approach, we guarantee excellent quality and clarity of results—**an effort that underscores our commitment and expertise to your success.**



**Hannah (Lead Expert)**  
Onehourtalk Co-Founder  
Analysis, evaluation, project management



**Juliane (Expert)**  
Onehourtalk Expert Coach



**Tina (Expert)**  
Onehourtalk Expert Coach



**Judith (Expert)**  
Onehourtalk Expert Coach



**Helena (Expert)**  
Onehourtalk Expert Coach



**Alina (Expert)**  
Onehourtalk Expert Coach



# Two continents. Unbeatable expertise.

Different systems – combined strength for your success.







one hour to talk

**Helping people succeed**

We solve the critical human challenges companies are facing.  
With psychological excellence, Olympic champion DNA and measurable systems that unleash performance.