



LITE

HIGHLIGHTING PEOPLE ENGAGEMENT

Leadership: Improving Talent Excellence (LiTE)



Caribbean Catalyst Inc. has purposefully and intentionally reinvented what it started as Barbados' Best Employers (BBE) in 2010 as a biennial movement. To this end, the organisation has established LiTE, its Talent Engagement Survey (TES) that will provide a holistic assessment of an organisation's purpose, its leadership effectiveness, lived values and culture.

Launched on January 25, 2024, LiTE's focus is two-fold; a management interview to get perspectives from the leadership of the organisation and the completion of the TES by its team members. At its core, will be Purpose and Leadership, Talent, Values and Culture. Where Barbadian best practices exist, they will be highlighted during this process.

LiTE is intended for all organisations, public and private sector, statutory corporations and not for profits, to gather objective information on how their teams are thinking and feeling. After listening to their people, Caribbean Catalyst Inc. will debrief with each participating organisation to give practical recommendations for improvement. The true benefit to the organisation will be implementation of the appropriate changes.



Why Participate?



Some Compelling Reasons to Participate in 2024:

- Participating organisations will benefit from a full TES, a holistic assessment that speaks to the core of the organisation.
- The survey will provide feedback on team members' perceptions of various aspects of their organisation's Purpose and Culture.
- Caribbean Catalyst Inc. will analyse the findings and provide a report with a debrief meeting to discuss the strengths of the organisation's overall work environment and provide practical recommendations for improvements.
- These recommendations, if intentionally implemented, will help leaders to work closely with their teams for continuous growth which is sustainable. This will help to ensure that the organisation's Purpose is both clear and compelling so that all can connect with it.
- Participating organisations will receive data on how their organisation performed relative to other organisations in their category.
- All organisations selected for their Best Practice will be given the LiTE logo. This logo demonstrates their commitment to promoting a productive and engaging work environment.
- The investment for LiTE is approximately 10% or less of the cost of a TES.



Steps in the LiTE Process

STEP 1

Organisations will complete the Application Form which is found at www.caribbeancatalyst.com

Organisations will register based on their head count.

- **SMALL** – Up to 25 employees
- **MEDIUM** – Between 26 – 150 employees
- **LARGE** – 151 employees or more

STEP 2

All applications will be acknowledged. Interviews will be conducted by Caribbean Catalyst Inc. with management representatives designated by the organisations.

The TES will be administered electronically. In order for the organisation to receive the maximum benefit from the survey, the organisation should encourage 100% participation from its team members but not less than 75% so that the organisation can gain good insights on the opinions/engagement of their team members.

The survey will focus on the following areas:

Talent / Purpose / Value Centric Leadership / Culture

The TES will also capture the verbatim comments from team members on the strengths of the organisation and opportunities for improvement.

STEP 3

Caribbean Catalyst Inc. will evaluate the findings from the TES and the information shared from the management interviews.

A comprehensive report, including the verbatim feedback, will be compiled and shared in an interactive session with the management teams of participating organisations. This feedback is at the heart of helping each organisation to engage in articulating practical ways to significantly impact the Culture and development of their team.

STEP 4

Caribbean Catalyst Inc. will host an event to recognise all participating organisations and highlight noteworthy Barbadian Best Practices.



Recognition for Best Practices

A detailed analysis of all the information collected will be used to highlight any outstanding Barbadian Best Practices. These will then be highlighted and shared as appropriate.



How to Participate

Obtaining Application Forms

Application forms may be obtained from
www.caribbeancatalyst.com

For more information

Contact Angela Boyce at 836-6754 or
email angela.boyce@caribbeancatalyst.com



// The ability to learn is the most important quality a leader can have."

- Padmini Warrior (CEO & Founder, Fable)







caribbean
catalyst inc.

ACHIEVING THROUGH PEOPLE