

Tools to Seed and Promote Sustainability Along the Employee Life-Cycle

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An Aurosoorya Initiative



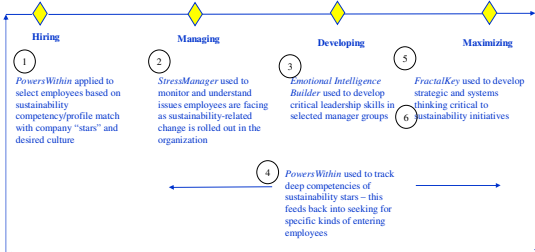
Creation of a Virtuous Sustainability-Driven Employee Life-Cycle



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A family of products from Aurosoorya optimizes sustainability/CSR initiatives throughout the employee lifecycle



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1 PowersWithin used to seed a future culture along deep competencies representative of "star" sustainability profiles

A comprehensive online survey begins to capture "star" profiles in terms of motive forces and/or deep aspirations that shape sustainability outlook

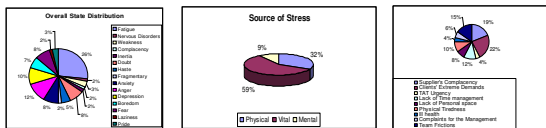
Motive forces can be pictured and compared to historical snapshots

Specific recommendations can be made to accelerate development of needed competencies

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2 StressManager used to assist in realization of key sustainability/CSR projects



- Company needs to get an accurate pulse for deep and unvoiced concerns that may have been compromising a range of sustainability-related work dynamics
- After a training session individual employees agree to use the StressManager e-Learning environment for a few minutes on a daily basis
- Employees logged on anonymously and could voice their feelings, emotions, thoughts and link them to specific sustainability/CSR projects. They could also offer suggestions for improvement
- Data analyzed on a monthly basis and summary analyses fed back to the management. Representative analysis is illustrated above.
- StressManager is a pragmatic yet sophisticated on-line tool to help organizations effectively move through barriers of resistance to change, and thereby achieve intended realization and return on investment on key sustainability/CSR projects

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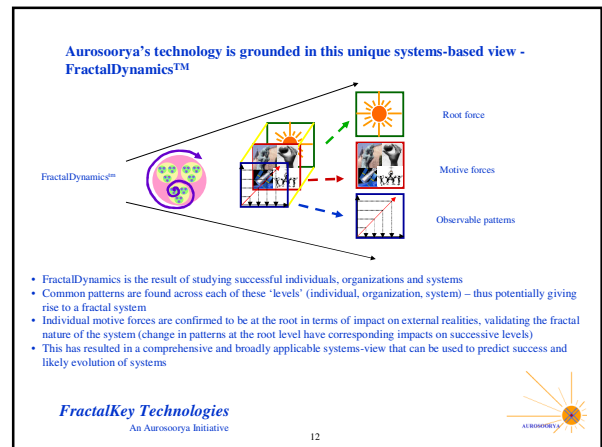
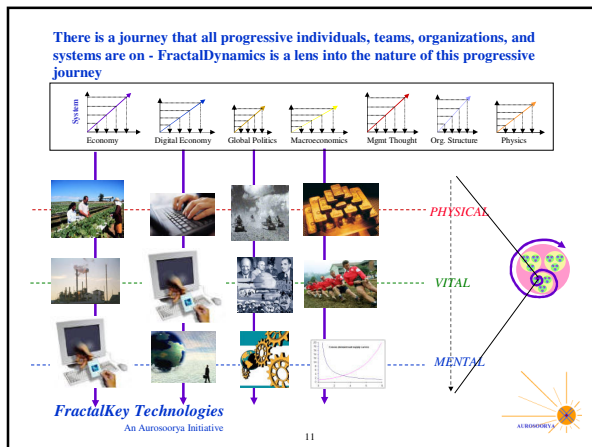
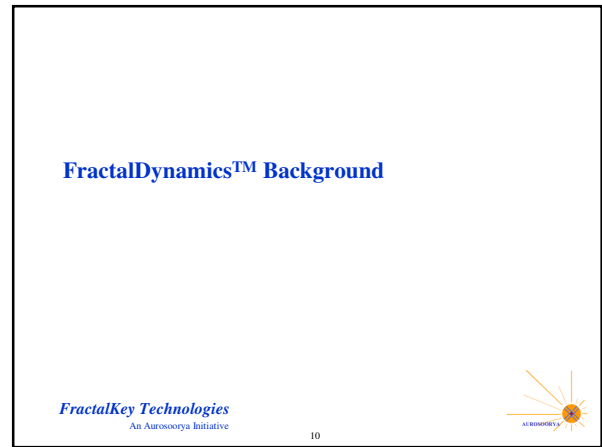
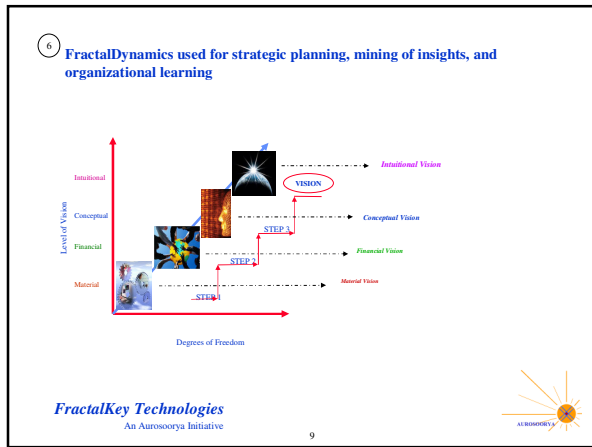
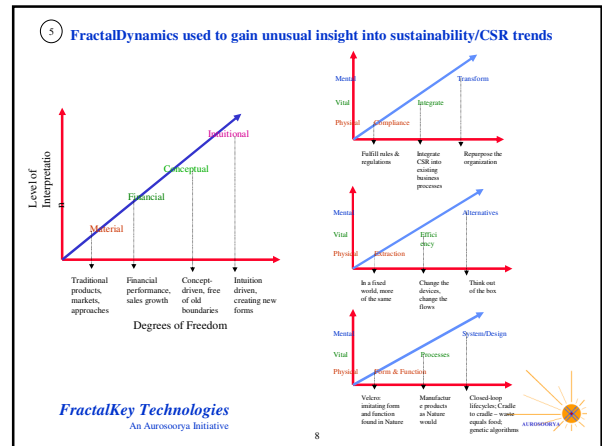
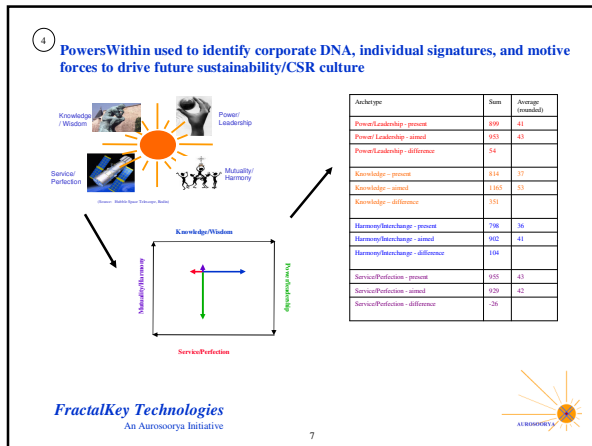
3 Emotional Intelligence Builder used to enhance leadership abilities and achieve up-shift to handle more ambitious sustainability initiatives

Attributes	Attributes of the Physical Outlook	Attributes of the Vital Outlook	Attributes of the Mental Outlook
LIK	Amorability, the governed by habit and routine	Pursuit of wealth, and power, the governed by desire	Pursuit of Knowledge, governed by moral and mental principles
Overall and Others	Identification with the body	Identification with impulses and emotions	Identification with the mind
Work	Chore and drudgery	Mans of earning, exerting power and exhibiting core ability and abilities	Performance of duty, requiring mental self-expression and self-improvement
Difficulties	Inefficiency, passive resignation, evidence or neglect	Struggle, anxiety and stress, intensity and aggression	Dispassionate problem solving

Use of Emotional Intelligence Builder drives toward ability to MANIFEST BY DESIGN, by becoming aware of limiting states of being

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