Clarity4D

Success stories:

Veralto China DE+I Leadership Gathering: "SAWUBONA" - A Journey of Awakening

From December 22-24, 2023, Veralto China marked a special moment with its inaugural DE+I Leadership Journey. Meticulously planned by Ta power (China ARG), this gathering brought together over 40 L1 Leaders from each Opco of Veralto China, embarking on a remarkable journey of self-discovery and mutual understanding.

Vision and Purpose
The core objective of this Gathering was to deepen self-awareness of each participant, to understand the differences between what they see in themselves and what others see in them, and to unlock "unattended area" in themselves or others. Through this activity, everyone realizes that they and others are unique and valuable. Leaders are ARG's most important and best allies, and with this awareness, diversity and inclusion can be better promoted in the organization and employees can maximize their talents.

Day 1: Deep Exploration and Practice
·'Sawubona' - Beginning the Journey of Awakening. The event opened with "Sawubona," a traditional South African greeting. Literally meaning "I see you," this is more than a simple greeting - it's a heartfelt invitation to participate in each other's lives, share experiences, and recognize the value and dignity of every individual. This unique opening set a warm and inclusive tone for the deep exploration that followed.

The Clarity 4D Journey
Prior to any interactions, all participants completed the Clarity 4D assessment questionnaire. This unique color model represents energies rather than labeling people - a fundamental distinction that sets it apart from traditional assessment tools.

We chose Clarity 4D to achieve:

- Efficiency of relationships at work and home
- VES for efficiency of our plans and processes, and Clarity4D for efficiency of communication and collaboration in working together productively and happily
- The KAIZEN of people connection efficiency - always about continuous improvement

Color Energy insights revealed:

- Everyone has their preferred "comfort zone," manifested as dominant color energy
- We all possess all four energies and can use them flexibly
- Our weakest color energy holds the greatest potential for self-development
- Energy can change form, it cannot be destroyed.
- When we are in our element, we perform at our best

Clarity4D



Day One concluded with management teams engaging in group discussions focused on four key themes: performance, potential, development, and Clarity 4D action plans. Through sharing their insights, participants reached a consensus on the crucial importance of understanding team energy distribution. This understanding enables the assignment of the right tasks to teams with corresponding color energies. By empowering teams with key color energies, we can build goal-oriented, high-potential teams and ensure the right people are placed in the right positions.

Day 2: Breakthrough and Collaboration

China ARG designed two challenging team-building activities aimed at breaking down barriers between Operating Companies (Opcos). Through collaborative efforts, managers successfully completed highly challenging tasks, demonstrating not only team potential but also what we can achieve when we set aside prejudices and open our minds. Moreover, with each participant's color profile shared openly, we could observe different behavioral patterns exhibited by people of different colors during the activities. This confirmed that everyone is perfect - there's no right or wrong, no best color. We only need to ask ourselves two questions: when does this benefit me and others, and when does it hinder me and others? Rather than calling it weakness, we prefer to call it "unexplored territory."

Future Outlook

Through this event, Veralto China has taken a significant step toward building a more inclusive organizational culture. This was not just training but an awakening of consciousness, beginning our journey to continuously improve interpersonal connection efficiency. As the KAIZEN spirit advocates, this is an ongoing process of improvement.



We believe that through such activities, we can:
- Break down unconscious bias barriers
- Create a more inclusive work environment
- Establish more efficient communication channels
- Foster a more cohesive team

Clarity4D

Success stories:

Veralto China DE+I Leadership Gathering: "SAWUBONA" - 场觉醒之旅

2023年12月22-24日，Veralto China迎来了一次特别的活动 —— 首届DE+I领导力探索之旅。这场由Ta Power（China ARG）精心策划的活动，囊括了来自Veralto China 各个Opco 40多位管理层成员共同参与，开启了一段深度探索自我与他人的奇妙旅程。

活动愿景与意义

这次Gathering的核心目标是加深每个参与人对自我的认知，了解自己眼中的自己与他人眼中的自己的差异，去解锁自己或他人身上“未涉足的领域”。通过这个活动，每个人都能意识到自己和他人都是独一无二的，有价值的。领导者们是ARG最重要也是最好的盟友，有了这样的认知，才能在组织中更好的推动多元化和包容性，员工们才能最大限度的发挥才能。

Day 1：深度探索与实践

"Sawubona"开启觉醒之旅
活动以南非传统问候语"Sawubona"拉开序幕。这个词的字面意思为"我看见你"，不仅仅是一个简单的问候，更是一种诚挚的邀请 —— 邀请彼此参与对方的生命，分享经历，认可每个个体的价值与尊严。这种独特的开场方式，为接下来的深度探索设定了温暖而包容的基调。

·Clarity 4D探索之旅
在互动之前，所有参与者都完成了Clarity 4D评估问卷。这是一个独特的色彩模型，如下图所示

这些颜色表述了能量，而不是给人贴上标签。

我们希望通过Clarity 4D:

- **提高工作关系与家庭关系的效率**
- **VES可以提高我们计划和流程的效率，Clarity 4D可提高沟通和协作的效率，使用我们能够高效、愉快地共同工作。**
- **它是持续提高人与人之间有效联系的Kaizen.**

色彩能量让我们意识到：

- **每个人都有自己偏好的"舒适区"，体现为主导色彩能量**
- **我们都拥有全部四种能量，能够灵活运用**
- **最弱的色彩能量恰恰蕴含着最大的自我发展潜力**
- **能量可以转换，但不能被摧毁**
- **当我们处于最合适的环境，我们能够发挥最佳状态**





第一天的活动，以管理层分组讨论：绩效、潜力、发展，Clarity 4D行动计划这四大主题，分享各自的洞见迎来完满的结尾。大家一致认为，了解团队的能量分布极为重要，这有助于，将正确的任务分配给正确的色彩团队。赋能团队关键的色彩能量，能够打造以目标为导向的高潜力团队，并将正确的人放在正确的岗位上。

Day 2：突破与协作

第二天，China ARG精心设计了两个极具挑战性的团建活动，旨在打破各个运营公司（Opco）之间的壁垒。管理者们通过协同合作，成功完成了看似简单，却又极具挑战的任务，这不仅展示了团队的潜力，更证明了当我们摒弃偏见、开放心胸时所能达到的高度。

同时，因为每一位参与者的色彩profile都开放给了所有人，因此我们更能从活动中，感受到不同颜色的人所展现的不同行为模式，这印证了一点，每个人都是完美的，没有对和错，没有最好的颜色，我们只需要问自己2个问题，什么时候我的行为有利于我和他人，什么时候我的行为妨碍我和他人。我们与其去评价对方的弱点，不如将弱点这个词以我们"未涉足的领域"来替换。



未来展望

通过这次活动，Veralto China迈出了建设更具包容性组织文化的重要一步。这不仅是一次gathering，更是一次意识的觉醒，开启了我们持续提升人际连接效率的旅程。正如KAIZEN精神所倡导的，这将是一个持续改进的过程。

我们相信，通过这样的活动，我们能够：
- 打破无意识偏见的藩篱
- 营造更具包容性的工作环境
- 建立更高效的沟通渠道
- 培养更有凝聚力的团队

