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Perfect 10 Awards American Heritage Girls with Certified Culture Award.

Perfect 10 Corporate Cultures: It takes a lot to attain and sustain a positive corporate culture.

[Cincinnati, OH, February 15th, 2019] American Heritage Girls, based in Cincinnati, celebrated this month as it became the latest recipient of the Perfect 10 Certified Culture Award, a designation honoring organizations that intentionally establish a foundation of respect, trust, and healthy confrontation.

Chris Halter, Corporate Culture Expert and Leader at Perfect 10 Corporate Cultures, also based in Cincinnati, presented the award to Patti Garibay, CEO of American Heritage Girls. The award recognizes the fruit of AHG's hard work during a three year culture transformation process under Perfect 10's guidance

American Heritage Girls is a Christ-centered character and leadership development program for girls 5 to 18 years of age. AHG is dedicated to the mission of building women of integrity through service to God, family, community, and country.

"As a CEO, it can be disconcerting to see that there is something wrong with your company's culture," said Garibay. "Working with Perfect 10 has recreated the authentic leader at American Heritage Girls. They are encouraging, disciplined and corrective, but also affirming."

"I started working at American Heritage Girls about three years ago just as Perfect 10



was coming on board with this process," said Michelle Beckham-Corbin, Director of Marketing and Communications.

"When I first arrived, I wasn't quite sure what the culture was, but I sensed this heavy feeling. I can tell you that after three years and being part of the Perfect 10 trainings and workshops, I saw a dramatic change in the culture. I witnessed an organization transform to be more trusting with clearer communication, and I saw groups of people who formerly did their work in silos break those silos down and become interdependent. They became strong, high-performance work teams all focused on organizational goals vs. short-sighted departmental silo goals."

Perfect 10 is a consulting firm committed to helping business partners improve their bottom-line performance by helping them create cultures where employees want to work and where customers want to do business.

To that end, they perform corporate cultural audits to help management identify areas where companies can improve their cultures, then coach and train management and employees in strategies to develop an atmosphere of respect and trust within the organization.

"At Perfect 10, we define culture as the thousands of one on one interactions that happen daily within an organization. The health of those interactions dictates the health of the culture," Chris Halter said. "There are three major components of our work: Consulting, Coaching, and Training. These three pieces are integral to bringing the transformation that people desire in their organization. Transformational coaching changes how people think about things rather than just how they do things; that's what leads to lasting cultural transformation."

Perfect 10 has consulted with a wide range of organizations over its 15 years in existence, including U.S. Olympic athletics; banking, financial services, and Fortune 100 companies; consumer products; restaurants and food service; manufacturing; service industries; design and architecture; health care services; local government; faith and church organizations; academic training; and the travel, hospitality, and entertainment industries.

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