

Compete on Culture Proven Process



We strive to Be A Buffalo and help our clients do the same. We're passionate about discovering, engaging, and growing leaders. You'll love the results or you pay nothing.

OUR STORY

Buffalo by nature act very differently than cows when they encounter a storm. When a storm is coming, herds of buffalo sense bad weather and run directly into the belly of the beast. Cows do the opposite, opting to run away from the pain. A natural default, you might think. The problem for cows is that the storm follows them and prolongs their pain. In our experience, the business world often operates the same way. Those who unintentionally avoid or even run from their core challenges never really break through to new levels of performance and results, while those who charge toward the proverbial storm often make it through to the green pastures and sunny skies.

Being a buffalo rather than a cow seems obvious, but it's not easy. We help teams and leaders embrace the buffalo mindset to experience the massive benefits from it.



Meet Sarah Coakley,
Culture & Engagement Strategist
at CultureShoc

With more than 15 years broad-based and progressively responsible experience in leadership and Human Resources, Sarah has proven abilities in building an effective culture through talent acquisition, employee development and engagement. Able to work with employees at all levels, Sarah led Hyland's culture to be placed on several "Best Place to Work" Lists including: Fortune 100 Best Places to Work in 2014, 2015, 2016, and 2017; eight consecutive years in Northcoast 99; and seven consecutive times in Northeast Ohio Top Workplaces. Sarah's goal is to share her knowledge and talent in the engagement space to help other companies achieve high levels of success by transforming their culture with proven, sustainable processes and ridiculously engaged employees.



"An engaged employee doing what they do best is the game changer for businesses to grow exponentially in success and profitability."