

Culture Busting Workshop Series



It's been said that culture eats strategy for lunch. I don't know if that's true, but it can sure chew up people! Creating a healthy, productive work environment can be difficult because we have lots of chefs in the kitchen all leading and managing from the play books they unconsciously picked up at home, from their country of origin, school and the military. Culture Busting will help you create and execute a recipe for working together based on your company values and your company's unique strategic vision.

This curriculum is written to help you develop a personalized plan for creating a company where everyone can play at the top of their game. This workshop series

will give you the philosophy, strategy, and tactics to tap into your employees' natural motivators to do good work with a sense of purpose and urgency.

Please consider joining us for our Culture Busting workshop series to develop a personalized plan for creating a company where *everyone can play at the top of their game*.

Session 1: How to Create a High Performance Culture that Attracts and Retains Great People

- Background on context: Why we need to manage context vs. people
- How your beliefs about people determine your company's potential
- Understanding internal and external motivators: Abraham Maslow nails it!
- The 4 stages of employee engagement
- Administering the Gallup Q12™ in your organization to measure employee engagement

Session 2: Creating the Values, Standards, Systems and Structure for Engaged Employees and Loyal Customers

- Clarifying values and standards
- Establishing the structure through functional accountabilities
- Systems and processes that create employee engagement
- Learning the 4 essentials: Selection, leadership, motivation, and development

Session 3: Enlightened Leadership - How to Lead People while Managing their Environment

- Learning coaching/leadership skills to create/keep engaged employees
- Debriefing the Gallup Q12™ survey in your organization
- Creating your culture action plan

October 23, November 20 & December 18, 2018
Midland Hills Country Club
8 am - 12:00 noon

