

Cultural Transformation

How to Build a High Performing Workplace Culture



Overview

The highest performing organizations today are values-driven, and pay close attention to their organizational culture. In fact, they work hard at consciously creating and maintaining their culture, which they use as a competitive advantage to become an “employer of choice” to attract, retain and develop the talent needed to achieve aggressive goals and objectives.

Building a values-driven organization is about unleashing the potential within individuals, teams and leadership to create a high performing culture. One that is healthy, engaged and productive. A culture that provides winning conditions for its leaders, employees, customers, and key stakeholders.

More than ever before individuals are socially conscious and aware of the implications of change on people. This means leaders need to manage change and lead in a way that is values-driven, ethical, and caring, doing the right things in the right way.

Employees want to be heard. By learning how to have dialogue that supports cultural transformation, the course teaches leaders, managers and facilitators how to have the conversations that really matter to employees, giving them a voice in the process of change.

Become a People-Centric Employer of Choice to Attract, Engage and Retain Top Talent

Business Outcomes and Benefits

- How to build workplace culture that is Values-Driven, to increase employee engagement and reduce turnover;
- Cultural transformation tools that map the link between performance and culture;
- The ability to measure the cost of lost productivity;
- A roadmap to identify and fill gaps in performance;
- Values-based leadership development and greater self-awareness of issues impacting employee performance;
- Increased internal cohesion on teams through greater trust and collaboration.



Video: Leading Cultural Transformation

www.bit.ly/3swsyVo



Agenda

Duration: 9:00 – 5:00pm

DAY 1	
Morning 9:00 – 12:00	Module 1: ABCs of High Performance
	BREAK
	Module 2: Bridging the Cultural Divide
LUNCH	
Afternoon 1:00 - 5:00	Module 3: Core Challenges
	BREAK
	Module 4: ABCs of High Performance

DAY 2	
Morning 9:00 – 12:00	Module 5: Cultural Transformation Tools
	BREAK
	Module 6: Conscious Leadership
LUNCH	
Afternoon 1:00 - 5:00	Module 7: Preparation Phase for Whole System Cultural Change
	BREAK
	Module 8: Implementation Phase for Whole System Cultural Change

MODULE 1: ABCs of High Performance

- Awareness through Measurement
- Belongingness through Engagement
- Commitment through Alignment
- Personal Values Assessment
- Source of Personal Excellence

MODULE 2: Bridging the Cultural Divide

- Culture Defined
- Values-Driven Organizations
- Values, Beliefs, Behaviours in Action
- The Value Chain
- Culture Eats Strategy for Breakfast

MODULE 3: Core Challenges

- The Current Operating Reality
- Drivers for Change
- Effects of stress: Un-resourceful States

MODULE 4: Profit and Potential of Cultural Capital

- Evolution of Business Paradigms
- New Values in the Age of Consciousness
- Cultural Capital - Capturing Share of Heart
- Culture and Brand

MODULE 5: Cultural Transformation Tools

- Linking Performance to Culture
- Derivation of the Consciousness Model
- Alignment of Employee and Organizational Consciousness
- 7 Levels of Organizational Consciousness
- Cultural Entropy

MODULE 6: Conscious Leadership

- The Facilitative Leadership Way
- Leadership Values Assessment
- Building Internal Team Cohesion
- Human Dynamics of Change
- Mindful Change

MODULE 7: Preparation Phase for Whole System Cultural Change

- 4 Way Alignment for Whole System Change
- Preparation Phase: Steps 1- 5

MODULE 8: Implementation Phase for Whole System Cultural Change

- Structural Alignment Impact Analysis
- Implementation Phase: Steps 6 - 9



CULTURE LEADERSHIP GROUP
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Who is it for - Learning Objectives

- **C-Suite, Senior leaders, Directors and Managers** who are responsible for:
 - Attracting, engaging, and retaining employees;
 - Building a team/workplace culture to support the mission and vision of the organization;
 - Developing self-awareness and self-mastery to align values and behaviours to 'walk the talk' and influence cultural transformation.
 - Creating cultural capital, a key competitive advantage in the 21st century
 - Achieving the organization's strategic goals.
- **Facilitators and Consultants** *who would like to learn how to:*
 - Build values-driven organizations
 - Analyze and apply the cultural values assessment reports that map and measure corporate culture
 - Measure the cost of entropy and lost productivity due to frustration, fear and dysfunction, on the bottom line.
 - Describe and discuss the preparation and implementation phases of the whole system cultural change process to lead the alignment of personal values, organizational values, systems



Key Methods Taught

- The Integral Model: 4 Way Alignment for Whole System Change
- How to map and measure corporate culture with the Barrett Values Centre Cultural Transformation Tools

Program Cost

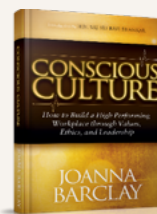
Per person: \$1395 + HST

In-house programs:

20% discount with 8+ participants

Included in the course fees:

- Book:



Conscious Culture: How to Build a High Performing Workplace through Values, Ethics, and Leadership

- Participant Workbook

Testimonials

“I truly recommend Joanna as a fabulous transformation agent that is both people and results oriented.”

- Daniel Leclair, Director General, Public Works and Government Services Canada

“Both speaker and program are excellent. The content is so unique and integrative.”

- Rhonda St. Croix, Office of Education, Royal College of Physicians and Surgeons

“Thank you so much for all the time and effort you put into delivering the session. We greatly appreciate your detail in preparing for our group, we got great feedback from the attendees.”

- Reema Shah, Field Marketing Manager, Canada East/Federal, ServiceNow



Video Testimonial

Master Warrant Officer,
Justin St-Onge, RCAF
<http://bit.ly/48MQLuM>

Trainer Profile

Joanna Barclay



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Joanna Barclay, author of *Conscious Culture – How to Build a High Performing Workplace through Values, Ethics and Leadership*, has over 30 years' experience in organizational transformation, strategic planning, and leadership development, facilitating real change within teams, leaders and culture resulting in high performing organizations. As an IAF Certified Professional Facilitator and an ICA Certified ToP Facilitator she enables businesses and organizations to collaborate in powerful and effective ways.

In her work with teams and leaders Joanna has gained deep insight into the human dynamics of effective relationships and communication. She is a certified Cultural Transformation Consultant with the Barrett's Values Centre, has earned her certificate in Organization Development from the NTL Institute of Applied Behavioral Science, and is a certified Strength Deployment Inventory® consultant with Personal Strengths.

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Video: Joanna's thoughts on the future of work

www.bit.ly/3TZWtk4