

# TEAM CULTURE DAY 2022

A scenic landscape photograph showing rolling green hills, a small white building on a hillside, and a coastline with cliffs meeting the sea under a sunset sky. The foreground is filled with out-of-focus green foliage.

- CO-DESIGN THE CULTURE OF YOUR TEAM FOR 2022 -  
- TRANSFORM YOUR TEAM FROM THE INSIDE OUT -

# WHAT THE DAY WILL LOOK LIKE



## TIME TO REFLECT

Start the day with a Manager led opportunity to reflect on 2021 - the successes, challenges and learnings.



## EXPLORE

Explore how your people want to feel at work at an individual and collective level to support the team's success. Define the team's emotional culture and the way they want to work together.



## DESIGN + DEVELOP

ORGANIZATION/TEAM NAME:			
<b>EMPATHY</b> We know our people are feeling (insert feeling) if we see or hear...	<b>DESIRED FEELINGS</b> Our success relies on our people feeling...	<b>UNDESIRE FEELINGS</b> We absolutely don't want our people to feel.*	<b>EMPATHY</b> We know our people are feeling (insert feeling) if we see or hear...
		1.	
		2.	

Design and develop an emotional culture canvas to define set behaviours, actions and rituals to support the desired emotional culture.





# OUTCOMES OF THE DAY

- Map the emotional culture of your team and define the way you work together
  - Understand your colleague's personal motivations, needs and fears at work
  - Enable powerful conversations and bottom-up culture change
  - Build greater empathy for others in your team and organisation
  - Design a measurable cultural canvas to help the team stay focused and set for success
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"Informative, thought provoking and a team commitment to change"

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# TEAM CULTURE DAY

## More information

<b>DURATION</b>	9:00am - 2:00pm
<b>LOCATION</b>	The Kula Retreat - new to the shores of Muriwai (a short 30-min drive from the CBD)
<b>PARTICIPANTS</b>	Up to 16 people
<b>CATERING</b>	Barista quality coffee and a healthy al fresco morning tea and lunch
<b>WORKSHOP STYLE</b>	Hands-on, interactive and collaborative
<b>WHY THE EMOTIONAL CULTURE?</b>	Emotional culture is crucial to organisational performance, but most organisations and leaders underestimate the influence emotion has on their culture and leadership.

For decades companies have focused purely on the cognitive culture - vision, values and assumptions on how employees should think and behave at work, but that is only half the conversation.

The other half (and maybe the most important part) of any team culture is the emotional culture. It is critical because it is the power factor that determines and influences employee satisfaction, burnout, teamwork, customer service and even hard measures such as financial performance and absenteeism.

When companies identify the key emotional drivers of their employees not only does engagement excel and morale improve, but productivity and employee retention increases resulting in bottom-line profits going up.

When the team comes to work each day feeling connected, inspired and focused they are able to bring their best selves to work.

<b>THE PROCESS</b>	To facilitate this workshop we will be using the acclaimed Emotional Culture Deck, a simple and flexible card game toolkit that facilitates transformative face-to-face conversations.
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### Using the toolkit, we'll work through a three-step process:

- Explore how your people individually want to feel and not feel at work
- Work together to map out how the team want to feel and not feel as a collective to support the team's success (the emotional culture)
- Define the actions and behaviours to support the emotional culture



# TEAM CULTURE DAY

## Investment

### INVESTMENT

**\$5800 + GST** (for up to 16 people)  
(\$362 per person)

*\$250 per extra person*

#### Included in this fee:

- Venue hire [www.kulamuriwai.co.nz](http://www.kulamuriwai.co.nz)
- Catering (nutritious morning tea and lunch)
- Printed resources
- Accredited Emotional Culture Deck Facilitator
- 1 x Emotional Culture card deck per person (to use on the day)
- Post workshop recommendations and a library of resources

### ADDITIONAL EXTRAS

#### ADD A SESSION ON:

#### **Building a Healthy Feedback Culture** (+ 1.5 hours)

Arm your team with the confidence to provide regular feedback to their colleagues. In this module we introduce a simple, effective five step feedback framework for providing both motivational and developmental feedback. By building a culture of feedback the team is more likely to stay on track, focused and committed to achieving their defined team culture .

#### **Mindfulness practise** (+ 20 minutes)

Mindfulness. Everybody's doing it. From Google to the NHS and Transport for London. The neurological benefits of mindfulness have been linked to an increase in emotional intelligence, specifically empathy and self regulation. In just 20 minutes you will be guaranteed to feel more focused, calm, open and resilient.

#### **Rewiring for Wellness** (+1 hour)

Arm your team with stress management techniques grounded in the latest Neuroscience research. This workshop gives attendees an in depth understanding of the mechanics of stress and a personalised tool-kit to help rewire their brains for calm and boost resilience in a matter of weeks.

#### **Introduction to breath-work** (+ 1 hour)

A practical workshop giving team members the opportunity to experience five powerful breath-work strategies proven to reduce stress, boost creativity and generate energy.



# TESTIMONIALS

## WHAT DID YOU ENJOY ABOUT THE WORKSHOP?

Great material, insights and discussions

"Everything! Becoming more self aware"

"Well presented thanks Jo. I enjoyed the group activities"

"Informative, thought provoking, commitment to improving"

"It opened up people's emotions"

"Everyone getting on the bus and going on a journey together"

"The science behind it"

"Everyone's openness, including Jo's"

"The content, presentation style, engagement of the team and pace of the workshop"

"The structure, the delivery and the content"

"The collaboration across departments"

"Understanding the best way to provide feedback"

"The team encouragement and openness"

## WHAT ARE YOU COMMITTING TO AS A RESULT OF THE WORKSHOP?

"Being more open-minded & supportive to the team"

"Not letting issues be swept under the carpet or indirectly addressed"

"I am going to focus more on departmental collaboration"

"Recognising where I can influence change"

"Listening and engaged more to others"

"Providing more praise and appreciation to my team and across the business"

"Working on building my own positivity and encouraging my team mates to do the same"

"Working on inspiring my team more"

"Connecting and checking in more often with my team"



## ABOUT JO

Jo is an accredited coach with a background in instructional design, HR and L&D., with over a decade of experience in developing, designing and facilitating workshops for some of New Zealand's leading organisations.

Her speaking experience varies from facilitating with small groups and leadership teams, right through to keynote speaking to large audiences in the hundreds at industry events.

Jo founded Rise and Shine Group in 2014 to help individuals and teams work more collaboratively for greater success. She believes in taking a self leadership approach in both your personal and professional life.

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“WHEN DEALING WITH PEOPLE,  
REMEMBER YOU ARE NOT DEALING  
WITH CREATURES OF LOGIC,  
BUT WITH CREATURES OF EMOTION.”

- Dale Carnegie

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