

CULTURE BY DESIGN WORKSHOP

4 HOURS | FOR TEAMS // ORGANISATIONS



Understand your colleagues' personal motivations, needs and fears at work



Fun, interactive workshop that guides you to collectively design a culture of success



Commit to actions and behaviours as a team



Build a culture of feedback



Enable powerful conversations and bottom-up culture change

CULTURE BY DESIGN WORKSHOP

4 HOURS | TEAMS // ENTIRE ORGANISATION

WORKSHOP OVERVIEW

Forward-thinking Kiwi businesses such as [Air NZ](#), [Westpac](#), [NZ Rugby](#), [XERO](#) and even [Netflix](#) are bringing their teams together to collaborate and collectively define the culture that best supports their success. By being proactive, they are building a culture by design rather than leaving it to chance. Our Culture By Design Workshop is transforming the way team's work together. As a major bonus, it's fun, interactive and supports conversations that wouldn't usually take place.

Using a simple card deck, we facilitate structured face to face conversations around workplace culture and employee experience. This is a fun, interactive workshop that drives the team towards developing shared commitments, behaviours and actions that will support their individual and team success.

THIS WORKSHOP IS DESIGNED FOR:

- Teams with low engagement, hostility or a lack of performance (Research shows 50% of NZ'er's are looking to find a new job this year - give them reason to stay)
- Newly formed teams
- Teams that would benefit from reconnecting, regrouping and refocusing
- Teams wanting to accelerate their performance and output

WORKSHOP OBJECTIVE

We work through a process to define success then build a game plan with actions, behaviours and commitment that will help us reach our destination. Here are the steps we follow:

1. EXPLORE

Explore how your people want to feel at work, both as individuals and as a collective.

Co-create their ideal team culture using the acclaimed ECD (Emotional Culture Deck).

2. DEVELOP AND DESIGN

Design a measurable culture canvas to help the team stay focused and set for success.

Define actions, behaviours and rituals that will reinforce the desired culture going forward

3. ENABLE

Discuss strategies, tools, resources and recommendations that will help build momentum, preserve focus and enable the team to achieve the desired culture

CO-DESIGN THE CULTURE OF YOUR TEAM FOR 2023
TRANSFORM YOUR TEAM FROM THE INSIDE OUT

Rise & Shine

CULTURE BY DESIGN WORKSHOP

4 HOURS



WE WILL SUPPORT YOU IN ACHIEVING A POSITIVE, THRIVING WORKPLACE CULTURE BY PROVIDING ONGOING SUPPORT RESOURCES

On completion of this process, you will possess the many tools and resources you need to optimise one-on-one meetings, team meetings, recruitment and other actions. Our step by step guide will help you integrate the culture canvas into every day life and operations.

WHY IS THE EMOTIONAL CULTURE SO IMPORTANT?

Your emotional culture determines and influences:

- Employee satisfaction
- Burnout
- Teamwork
- Customer service
- Metrics such as financial performance and absenteeism

Companies who can successfully identify their employees' key emotional drivers will see improvements in engagement, morale, productivity and retention - key ingredients to growth and profit.

TESTIMONIAL

"Jo is unwaveringly passionate about people and culture, making her the perfect partner to support us in redefining our culture. Jo has a down to earth approach and is really relatable - we feel she is part of our team. Jo spent time understanding our business and our people to support delivering a culture redefining program that is unique to us."

Rhiannan McLeod
HR MANGER BOSCH

WHY INVEST IN CULTURE

Employers in New Zealand and around the world increasingly recognise the value of workplace culture. On average, companies with stronger cultures, often measured by employee satisfaction, simply perform better. It's said that "*Culture can be a real competitive advantage or a competitive disadvantage.*" A strong culture positively affects:

Retention - culture helps to attract and retain talent (particularly millennials). Studies have indicated measurable increases in turnover for companies with poor or nonexistent cultures.

Identity - a strong organisational personality can help foster a feeling of belonging. Humans are a social species and feeling like we belong to a team is essential for our wellbeing. It inspires us as individuals to work for the good of the whole enterprise.

Expectations on how people will behave and interact, providing a level playing field and a framework to which we can hold each other accountable.

Performance - employees who fit in with the company culture are likely to be happier and more productive. Years of research have revealed that positive workplace culture is one of the most important driving factors of business success.

THIS TOOL HAS A MULTITUDE OF OTHER USES INCLUDING:

- Leadership Development
- Change Management
- Recruitment and Onboarding

If we can support you in of the above areas please reach out.



We would love to tell you more about this programme and give you the opportunity to experience the ECD for yourself.

All of our workshops are customised to achieve your business goals and address any business challenges.

Speak to us today. Call Jo on 022 315 5100

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