

# Team Culture Day

Co-design the culture of your team  
Transform business results from the inside out



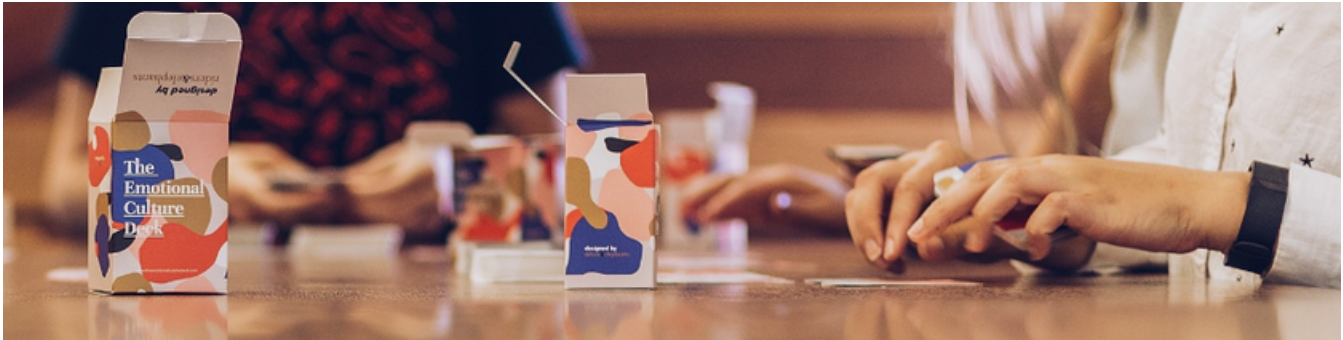
# Overview

Bring your the team together to foster **fun, collaboration, and connection**, all while **co-creating a vision** of a culture that supports individual and business success for 2024 and beyond.

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# The ECD



To facilitate this workshop we use the #1 culture tool available on the market - the Emotional Culture Deck.

Over 400,000 people in 60+ countries are using The Emotional Culture Deck (ECD) to **build a culture by design rather than leave it to default.**

You will join some of NZ's leading brands using the ECD

# Why Culture?



Years of research reveals that positive workplace culture is one of the most important driving factors of business success. It leads to **higher productivity, better employee engagement and higher returns** but the truth is, many organisations leave their cultures to default.

## WHY IS CULTURE MORE IMPORTANT THAN EVER BEFORE?

As we see the country struggle with severe labour shortages and inflation, which is pushing wages up and giving employees incredible bargaining power, now is the time for employers to invest in their employees.

**With 59%** of Kiwi's believing now is a good time to find a new job (findings from [2022 Gallup State of the World Report](#)) - workplace culture could be the make or break between your team staying or looking for new opportunities.

Cultivating a strong organisational culture is crucial, as our nature as social beings thrives on a sense of belonging within a team. This sense of belonging not only fosters camaraderie but also empowers us to actively contribute to the organisation's success in a positive and impactful manner.

Bring your team together to define your workplace culture, discuss what success looks like and co-create a cultural canvas and a pathway to get you there.

## Build a culture nobody wants to leave

# Team Culture Day

The team culture day has been designed to bring your team together to connect, have some fun, learn more about one another and co-create a vision of a culture that supports individual and business success.

The day is hosted at the beautiful KULA, Muriwai, paired with wholesome catering, set against a beautiful natural backdrop, this will surely be a day to remember.

## KEY OUTCOMES OF THE DAY

- Build stronger connections within the team
- Develop a better understanding of each others motivations, needs and fears at work
- Collectively design and develop the ideal team culture for 2024 and beyond
- Define the way the team want to work together going forward
- Enable powerful conversations and bottom-up culture change
- Design a measurable cultural canvas to help the team stay focused and set for success
- Walk away feeling more connected, motivated and excited about the year ahead

## THE WORKSHOP WILL BE DELIVERED IN FOUR PARTS:




### 1. WELCOME

A warm welcome and a Director led discussion reflecting on 2023 - the successes, challenges, learnings and commitments for the year ahead. We'll provide an overview of the workshop and highlight the opportunity we have as a team.



### 2. EXPLORE

Launch into the workshop by exploring what motivates and supports our individual success.



### 3. DESIGN + DEVELOP

Collectively define the TOP 5 emotions that will support the success of the agency and it's people. Begin the process of designing a culture canvas, defining set behaviours, actions and rituals we can all commit to in order to help us reach our destination.



### 4. COMMITT

Walk away from the day feeling recharged, heard, connected and excited about the future. You will be armed with powerful resources to weave into BAU to help maintain momentum and stay focused on the end goal.

# Investment

## TEAM CULTURE DAY

\$5,999

From 9.00 - 2.00pm (up to 12 people)

*This includes:*

- Set up and pack down
- Travel to and from venue
- Kula - full day venue hire and assistance
- Delivered by an experienced, ECD accredited facilitator
- ECD workshop customisation, design and delivery
- 1 x Emotional Card Deck per person - (for use on the day)
- All printed material and resources on the day
- Follow up email and workshop feedback
- Coffee + tea on arrival
- Wholesome morning tea and lunch (served by one of Auckland top cafe's - Catroux)

## RECOMMENDED EXTRAS

- |                          |  |       |
|--------------------------|--|-------|
| <input type="checkbox"/> | <b>ECD Starter Decks for internal use - valued at \$99US / \$168NZD each</b> | \$302 |
|                          | Purchase of two packs (this includes our membership discount of 10%)         |       |
| <input type="checkbox"/> | <b>Empowering Action - Culture Strategy</b>                                  | \$499 |

R&S will create a personalised document featuring a flow chart that outlines recommended next steps, roles, responsibilities, and additional support measures.

As part of this process, you will engage in a 30-minute online session to discuss the strategy and small actions you can take, from the offset, to emphasise your commitment focus and investment in building the desired culture to the team.

## OPTIONAL EXTRAS TO MAKE IT A FULL DAY EXPERIENCE

- |                          |  |
|--------------------------|--|
| <input type="checkbox"/> | Good From Scratch Cookery Class  |
| <input type="checkbox"/> | Team Building Activity (ie: great race etc)  |
| <input type="checkbox"/> | Pizza and wine tasting at the Hunting Lodge  |
| <input type="checkbox"/> | Include a one hour wellbeing workshop on ' Mindfulness', Fast, Effective Relaxation Techniques, The Science of Stress or a group drumming session. Speak to us for more infomraiton. |

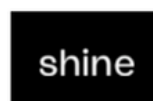
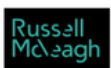
# About Jo,



Jo is a dynamic professional driven by a profound passion for well-being, self-leadership, and continuous development. As a certified coach with expertise in various development tools, including DISC and the Emotional Culture Deck, Jo brings a unique blend of knowledge and practical insights to the realm of workplace culture.

Embarking on her entrepreneurial journey in 2014, Jo founded Rise and Shine Group, drawing upon her rich background in Learning and Development (L&D) and Human Resources (HR).

Since then, she has become a respected figure in the industry, collaborating with some of New Zealand's leading organisations. Jo has played a pivotal role in fostering positive, thriving workplace cultures. She has had the privilege of supporting some of the following organisations:



# Testimonials



CLAIRE MARRA  
PRACTICE MANAGER

I highly recommend Jo from Rise and Shine Group. Jo recently took our whole firm through the Emotional Culture Deck and the DISC Profiling workshops.

Her engaging delivery captivated our team. The tools were interesting and easy to follow and the information gained has provided insights that have greatly enhanced our workplace dynamics and communication.



RHIANNON MCLEOD  
HR MANAGER

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 in delivering a culture redefining program that is unique to us."



Renee Huggett  
CHANGE MANAGER, PACIFIC STEEL

"The workshop was on the mark! Our business is currently in the midst of a transition... we needed to ensure we were equipping our managers with tools to deal with the possible reactions to change and supporting them to be resilient enough to guide our teams."

## Participant feedback

### What did you like about the workshop?

- The openness
- I really enjoyed how interactive the session was
- An exercise that has not before initiated discussed before
- I got to interact and work with members of the staff that I otherwise have 'minimal' interaction with
- It felt like everyone got involved and is wanting to be part of improving the firm's culture
- Working as a collective
- The emotion cards
- Openness of everyone to engage and share
- The in-depth conversations with my colleagues
- Open and honest contributions
- I loved that there is a practical pathway from the session
- Firm bonding experience
- Feeling more connected
- Honestly facing up to our negative emotions
- It gave me an insight into how others feel
- Sharing our top 5 emotions that support our success with the team
- The practical steps on where to go from here
- I thought the session was great. I thought it would be intimidating but it wasn't
- Going through the cards with my team
- The open dialogue
- Understanding my workmates and how to support them better
- The idea of bringing the whole Firm together
- The relevance
- Hearing that others had similar insecurities/ unpleasant feelings and positive feelings as me
- Great group feedback
- The focus on connection

*"The feeling of coming together as a whole organisation to achieve a common goal"*