



SHAPE A THRIVING CULTURE

Culture By Design 2025

An interactive, engaging workshop designed to bring your team together to foster communication, connection, and collaboration while co-creating a vision for a culture that supports greater success

Your team's emotional culture sets the stage for success—or stagnation. This full-day workshop harnesses the Emotional Culture Deck to map where you are, define how you want to feel, and build a vibrant, supportive workplace for 2025 and beyond.

What to Expect + What You'll Achieve

Get ready for a hands-on, inspiring day that digs into the heart of your team's culture.

Using the Emotional Culture Deck, we'll:

- Reveal how emotions shape your team's dynamics and drive success.
- Deepen your understanding of your own and your colleagues' motivations, needs, and fears—sparking greater empathy across the group.
- Define the feelings you want (and don't want) to fuel your work together.
- Pinpoint actions, rituals, and behaviors to bring your ideal culture to life.
- The result? A team united by powerful conversations, a shared vision, and a clear, measurable "cultural canvas" to keep you focused and thriving—built from the ground up with everyone's voice.

The ECD Advantage

Powered by the renowned [Emotional Culture Deck](#) — a brilliantly simple tool to facilitate structured conversations around workplace culture and employee experience. This workshop blends reflection, exploration, and action to transform how your team connects and performs. It's a proven tool that turns emotional insights into a practical roadmap for lasting culture change.

INVESTMENT

RRP: \$4,499 + GST

Includes:

- Up to 25 People
- 1 x 6 hour workshop
- An Accredited ECD Facilitator
- ECD per person (for use on the day)
- Follow up resources
- Review of the workshop, learnings and insights gained

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Testimonials

CLIENTS

“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 MANAGER / BOSCH

“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”

Claire Marra / PRACTICE MANAGER / RICE SPEIR LAW FIRM

PARTICIPANTS

“I liked talking about feelings and emotions in a genuine way. It wasn't airy-fairy or wishy-washy. It felt really honest and sincere - once we got into the groove of it”

“I loved the interactive process, it was very engaging”

“Seeing and hearing vulnerability and honesty”

“It was simple, graspable and relatable”

“I enjoyed working collaboratively as a group to figure out our values as a business, thank you!”

“It created a space for current and future ‘uncomfortable conversations’”

“It was interactive and unexpected”

“I loved Jo’s energy, vibe and vulnerability”