

# Developing a Thriving Workplace Culture

*Love your job. Maximize your team. Drive Results.*

## Program Overview:

As a leader, you spend the majority of your waking hours at work and want to make sure that those hours are effective *and* enjoyable. Unfortunately, it is easy to settle for a culture of mediocrity, poor engagement, and average results. The words in the posters on the wall like “Innovation”, “Teamwork”, and “Engagement”, are a far cry from the walk down the hall. The good news is that it doesn’t have to be this way.

Developing a Thriving Workplace Culture will empower you to take your workplace culture to a whole new level. This is accomplished by **a)** understanding what a healthy culture looks like **b)** assessing your current workplace culture, and **c)** learning the foundational skills required for a thriving culture.

Create an environment where your team looks forward to coming to work in the morning – the kind of place others want to be. Improving the health of your culture will help to ensure that the hours you invest at work are fun, focused and effective.

## Program Elements:

### Culture Clarity

Learn what corporate culture actually is while distinguishing the difference between an *aspirational culture* (i.e. our talk) vs. an *actual culture* (i.e. our walk). Also explore the “cultural distinctives” of your organization and how to leverage these for a competitive advantage.

### Team Effectiveness

By leveraging the predictable stages of team development (Tuckman), establishing vulnerability based trust (Lencioni), and fostering experiential learning (Kolb), you will learn to optimize and unleash the collaborative potential of your coworkers.

### Courageous Communication

By embracing the type of conversations that are often avoided – giving and receiving feedback, dealing with conflict, and managing diverse opinions – coworkers will communicate in a refreshing and powerful way.

### Full Engagement

A thriving culture only occurs when each team member is bringing the very best of who they are and what they offer – every day. Working through breakthrough engagement research (Gallup) will provide you with a powerful list of engagement practices and performance management tools.

## Program Outcomes:

- Increasing drive, motivation, and confidence
- Fostering team alignment and positioning people towards a common goal
- Challenging unproductive and limiting mindsets
- Avoiding unhealthy conflict while learning to benefit from healthy opposition
- Leveraging diversity to maximize creativity and innovation
- Fostering a work environment that promotes effectiveness and engagement