

Shaping A High Performance Culture

A program for small teams to better understand their organizational culture and plan progression toward high performance.



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Program Objectives

- Have a practical definition of culture and understand how it drives the results of your organization.
- Be more skilled in spotting cultural patterns in organizations.
- Identify examples of positive and negative cultural patterns in your organization.
- Connect desirable organizational capabilities with your mission/strategy.
- Learn some best practices from those who have successfully changed their organizational cultures.
- Develop your personal action plan to improve your organization's outcomes by changing some cultural behaviors.



Your customers observe your culture.

Approach

In this program you will review research and the behavioral dynamics that shape, maintain, and change an organization's culture. Dr. André de Waal's global research on what makes a High Performance Organization (HPO) provides validation for the cultural attributes that deliver bottom-line advantages.

The agenda is a blend of short presentations and small group work to enable each participant to develop some tangible approaches to strengthening his/her corporate culture.

Small group work includes:

- Sharpening your observation skills of cultural patterns via video case studies.
- Identifying some strengths and weaknesses of your organization's culture and tracing their impact to your business results.
- Using your company's purpose statement or strategy to identify some organizational culture capabilities that would be essential to ensure the purpose/strategy is fulfilled.
- Developing a change strategy that targets current cultural weaknesses and converts them into desired capabilities so that business results improve.
- Coaching pairs help each other improve their culture change statements.

Program Agenda

1. The Dynamics of Culture
2. What Makes A High Performance Culture
3. Culture and the Bottom Line
4. Leaders of Culture Change
5. Action Planning



Learn from leaders who have changed their culture – and made it last.

You come away not only with a deeper understanding of how to shape a high performance culture, but also with a clear action plan that can jump start you toward your target.



Culture is "the way we do things around here."

Cost

Program tuition per person is USD 1,495.00. This includes all program materials and lunch and breaks.



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