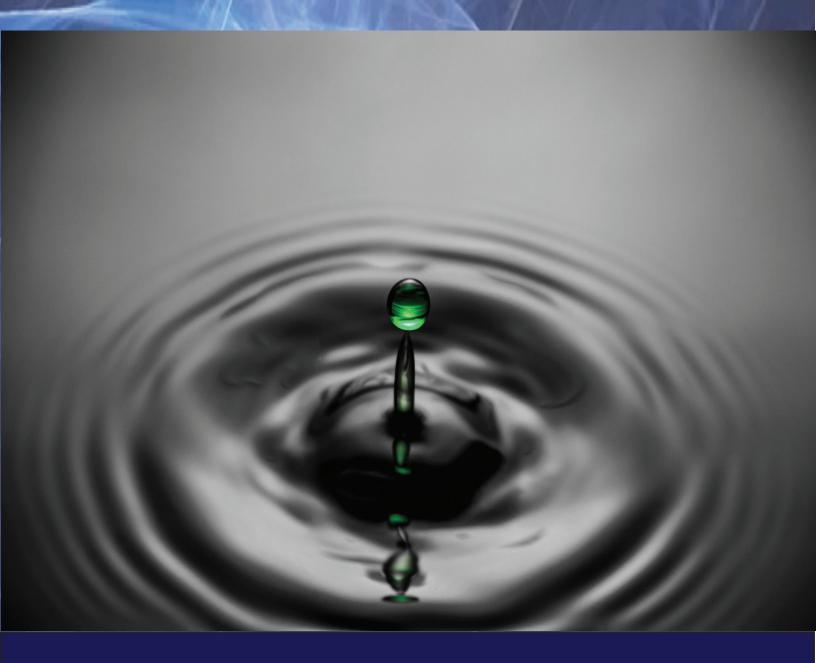
# **Shaping A High Performance Culture**

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





## **Shaping A High Performance Culture**

### **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**

- I. 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.



