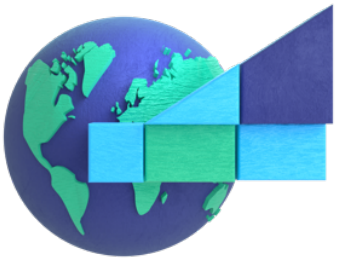
ASSOCIATES

Facilitating a culture of participation

Cultural Transformation



How to build a high performing workplace culture

The highest performing organizations today are values-driven and pay close attention to their organizational culture. In fact, they work hard at consciously creating and maintaining their culture, which they use as a competitive advantage to become an "employer of choice" to attract, retain and develop the talent needed to achieve aggressive goals and objectives.

Building a values-driven organization is about unleashing the potential within individuals, teams and leadership to create a high performing culture. One that is healthy, engaged and productive. A culture that provides winning conditions for its leaders, employees, customers, and key stakeholders.

More than ever before individuals are socially conscious and aware of the implications of change on people. This means leaders need to manage change and lead in a way that is values-driven, ethical, caring and empathetic, doing the right thing for people in the right way.

Employees want to be heard. By learning how to have dialogue that supports cultural transformation, the course teaches leaders, managers and facilitators how to have the conversations that really matter to employees, giving them a voice in the process of change.

Become an "Employer of Choice" to Attract, Engage, and Retain Top Talent.

Business Outcomes and Benefits:

- Cultural transformation tools map the link between performance and culture providing the ability to measure the % of entropy causing lost productivity, and lost opportunity;
- Having a roadmap going forward to identify the gaps to fill in performance and achieve strategic initiatives;
- Leadership development and alignment of values and behaviours to increase self-awareness and self-mastery enabling leaders to be more aware of the issues impacting employee performance and productivity.
- Building trust and collaboration on teams to increase internal cohesion which significantly increases the team's ability to deliver on stated goals;
- Understanding the personal values of employees and aligning them in the organizational culture, to enable leaders to build engaging, productive workplace environments that are mission focused, and values driven to reduce the high cost of low employee engagement and turnover.

The dates and registration can be found online at:
https://ica-associates.ca/courses/cultural-transformation

Agenda	Duration: 9:00 AM – 5:00 PM
DAY ONE	**DAY TWO**
• ABCs of High Performance; • Bridging the Cultural Divide.	• Cultural Transformation Tools; • Conscious Leadership.
• Core Challenges; • Profit and Potential of Cultural Capital.	• Preparation Phase for Whole System Cultural Change; • Implementation Phase for Whole System Cultural Change.

Who is it for — Learning Objectives:

- **C-Suite, Senior leaders, Directors and Managers** who are responsible for:
  - Attracting, engaging, and retaining employees;
  - Building a team/workplace culture to support the mission and vision of the organization;
  - Developing self-awareness and self-mastery to align values and behaviours to 'walk the talk' and influence cultural transformation;
  - Creating cultural capital, a key competitive advantage in the 21st century;
  - Achieving the organization's strategic goals.

- **Facilitators and Consultants** who would like to learn how to:
  - Build values-driven organizations;
  - Analyze and apply the cultural values assessment reports that map and measure corporate culture;
  - Measure the cost of entropy and lost productivity due to frustration, fear and dysfunction, on the bottom line;
  - Describe and discuss the preparation and implement-ation phases of the whole system cultural change process to lead the alignment of personal values, organizational values, systems and processes, and vision and mission.

PRICE: $1,445.00 + HST

PREREQUISITE: none

REGISTER ONLINE AT https://ica-associates.ca/courses/cultural-transformation/

Available as a classroom **In-Person (IP)** course
or a scheduled **Live-Online (LO)** course

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For more information or to register, please contact us at:
Email: ica@ica-associates.ca
Phone: 416-691-2316
Toll Free: 1-877-691-1422

The dates and registration can be found online at:
https://ica-associates.ca/courses/cultural-transformation

Module 1

ABCs of High Performance

1. Awareness through Measurement
2. Belongingness through Engagement
3. Commitment through Alignment
4. Personal Values Assessment
5. Source of Personal Excellence

Module 2

Bridging the Cultural Divide

1. Culture Defined
2. Values-Driven Organizations
3. Values, Beliefs, Behaviours in Action
4. The Value Chain
5. Culture Eats Strategy for Breakfast

Module 3

Core Challenges

1. The Current Operating Reality
2. Drivers for Change
3. Effects of stress: Un-resourceful States

Module 4

Profit and Potential of Cultural Capital

1. Evolution of Business Paradigms
2. New Values in the Age of Consciousness
3. Cultural Capital - Capturing Share of Heart
4. Culture and Brand

Module 5

Cultural Transformation Tools

1. Linking Performance to Culture
2. Derivation of the Consciousness Model
3. Alignment of Employee and Organizational Consciousness
4. 7 Levels of Organizational Consciousness
5. Cultural Entropy

Module 6

Conscious Leadership

1. The Facilitative Leadership Way
2. Leadership Values Assessment
3. Building Internal Team Cohesion
4. Human Dynamics of Change
5. Mindful Change

Module 7

Preparation Phase for Whole System Cultural Change

1. 4 Way Alignment for Whole System Change
2. Preparation Phase: Steps 1- 5

Module 8

Implementation Phase for Whole System Cultural Change

1. Structural Alignment Impact Analysis
2. Implementation Phase: Steps 6 - 9

Key Methods Taught

- The Integral Model: 4 Way Alignment for Whole System Change
- How to map and measure corporate culture with the Barrett Value Centre Cultural Assessment Tools

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