Setting the Culture

This practical culture-building session illuminates the power of intentional culture creation, and the mechanics of bringing a desired culture to life. With this understanding of culture, participants design their ideal team culture reflecting their organisational values. They identify the key behaviours needed to embed the culture they want to experience, and timeline the stories they want to hear told about their team.

Learning Objectives

- To generate an open discussion about 'how we work around here'
- To reach a conclusion on what kind of culture we would like to foster for collective and personal well-being
- To agree on how this will be built and measured collectively

Learning Outcomes

- Increased awareness and sensitivity around culture
- More thoughtful interpersonal engagement in line with the agreed values and behaviours
- Positive culture that creates a happier workforce intent to remain in the business
- Knowing the value of sharing positive experiences of the business through the power of story

"Excellent, engaging and put me at ease to speak candidly and openly."

"The model on how culture is developed and the importance of being proactive in creating culture...[is] very useful."

The Session

Culture emerges from the moment a group of people comes together. It's crucial to pay attention to the culture taking shape, ensuring it's fit for purpose. From our perspective, culture is underpinned by simple, agreed values and the behaviours that bring them to life. Participants analyse these core elements while exploring the stories they tell about themselves and their organisation; and how these align with the stories others tell about them.

Participants discuss enabling and disabling cultures they have experienced before, undertaking an honest review of the cultures they are creating within their own teams. Through small-group and plenary discussion, they examine culture through storytelling, values and behaviours, building the foundations for a more intentional culture.

This enhanced understanding makes culture more visible. Lightbulb moments happen as participants recognise its influence and see how values and behaviours can shift or deepen culture.

Participants reflect on how they embody their organisational values and how these influence the way their teams operate. They identify the key behaviours needed to reinforce their desired culture before undertaking a future focused exercise to imagine how it will emerge.

This session can be run for intact teams, or groups of new/experienced leaders, with content tailored to the audience.

