

WORKSHOP AGENDA

Culture

Understand and shape what people do when no-one's looking.



Full day · In person · Leadership teams

A full-day workshop that treats culture as the pattern of operating practices the organisation actually runs. Examine your team's real behaviours on candour, feedback, transparency, decision-making and reward, then leave with a plan on how to embed values and behaviours that don't just hang on a wall.

— WHAT YOU LEAVE WITH

- A clear look at the operating practices that produce your lived culture, aided by the lens of Netflix's *No Rules Rules*.
- An honest audit of the gap between the culture you articulate and the culture your team actually runs.
- Named operating-practice commitments, owned across the team, that close the gap between intention and lived behaviour.

— WHO IT'S FOR

Organisational and departmental leadership teams who want to examine the operating practices producing their lived culture. It works whether the team has articulated values, has values that are not yet lived, or none at all.

— AT A GLANCE

The Culture Frame	<i>Culture is what you run.</i>	60 MIN
The Operating Practices Audit	<i>Audit the real practices.</i>	90 MIN
The Feedback and Candour Diagnostic	<i>How candid are you really?</i>	90 MIN
The Leadership Mirror	<i>Your behaviour sets the tone.</i>	90 MIN
The Operating Practice Commitments	<i>Commit to the changes.</i>	60 MIN

the session

01

The Culture Frame

60 MIN

Culture is what you run.

Culture is the everyday operating practices that produce lived behaviour, not the poster on the wall. Set the frame, drawing on Netflix's No Rules Rules as the lens.

02

The Operating Practices Audit

90 MIN

Audit the real practices.

Honestly audit your real practices on candour, transparency, decision-making and reward, and the gap between the culture you articulate and the one you run.

03

The Feedback and Candour Diagnostic

90 MIN

How candid are you really?

A focused look at how feedback actually gets given, and what gets surfaced versus held back, the practices that most shape lived culture.

04

The Leadership Mirror

90 MIN

Your behaviour sets the tone.

Examine how the leadership team's own behaviour produces the culture, and where it would need to change for the stated culture to become real.

05

The Operating Practice Commitments

60 MIN

Commit to the changes.

Named commitments to specific operating-practice changes, each leader taking one back to their function, so the work that follows is concrete and observable.

*Let's talk.***Bring the Culture workshop to your team****james@creativehuddle.co.uk** creativehuddle.co.uk