CANDOO

CULTURE

**Let's get started under the bonnet of your business!**

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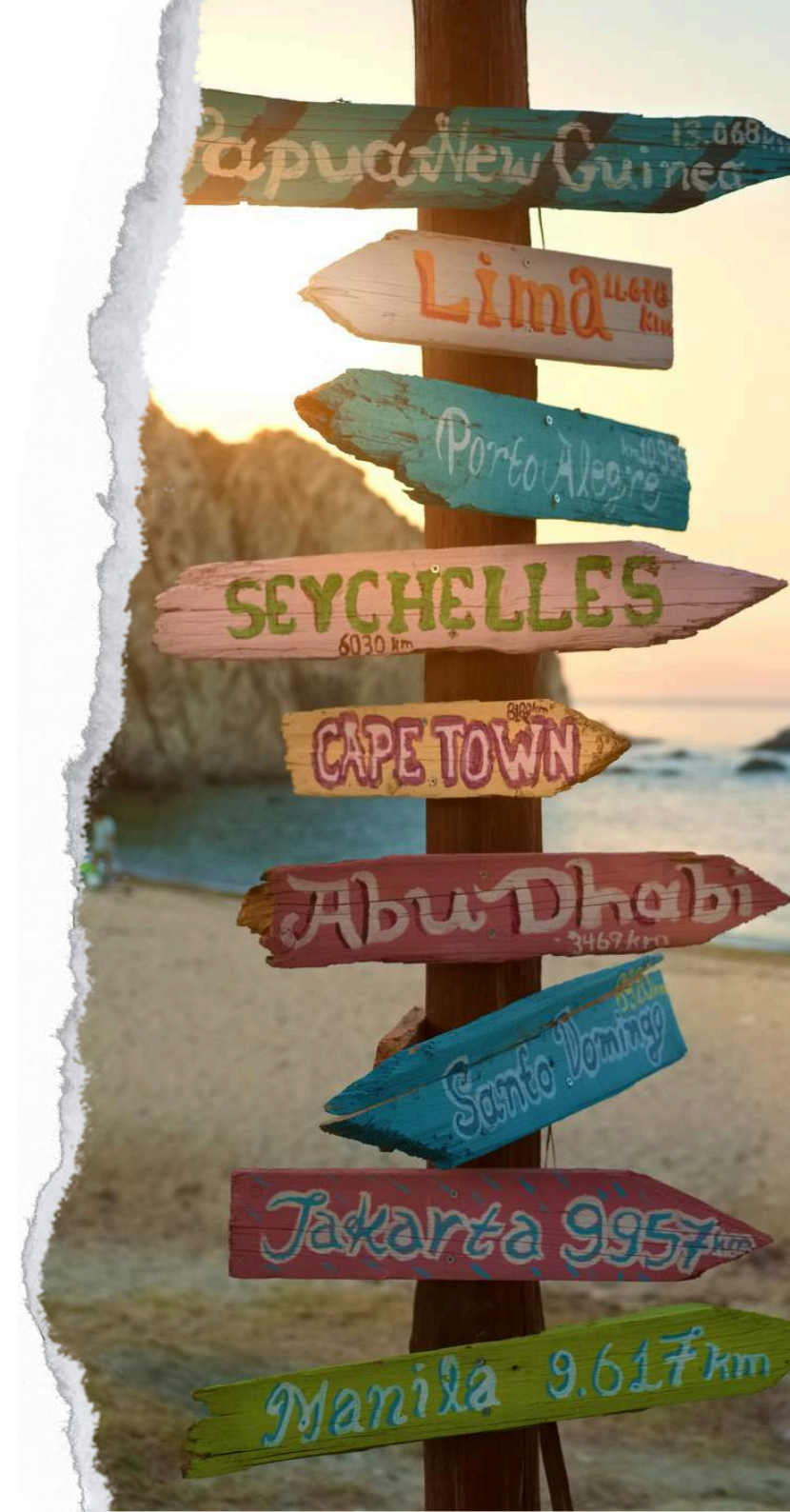
Our mission is to build a genuinely better world of work for EVERYONE.

The corporate landscape is evolving faster than ever and it's no surprise that many businesses are underprepared to keep up.

Even knowing what we know today, we struggle to shift the paradigms and shake loose the rigid frameworks we use when dealing with our people.
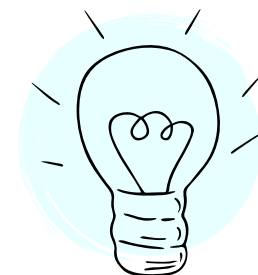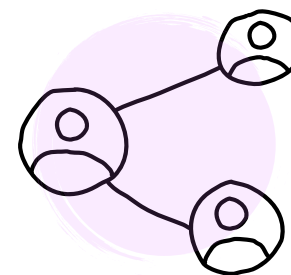
For almost 2 decades we've been observing, researching and experimenting with Leadership and the dynamics of people within the workplace.

Why?

Creating a workplace culture that produces great results only happens when you treat people greatly!

Our objective is to find and empower Leaders of the highest integrity who share this belief.

How?

We bring a passionate perspective to culture in the workplace.

We ask the tough questions.
We listen to understand.
We act with integrity.
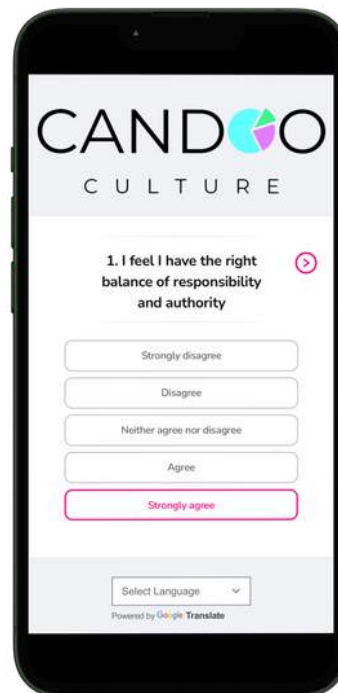
What?

We use our skills and expertise, alongside our **custom designed surveying tools**, to uncover often unknown indicators within a workforce.

Indicators that, over time, become insight that Leaders can leverage to inspire greatness.

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The tools we use to turn your Data into Insight

Individual Reports

If we don't know, we can't help.
If we can't help, we can't change.
If we can't change, we won't grow!

Our surveys are built with a very specific end in mind, to provide valuable metrics for Leaders to act upon.

Alongside this we have an enormous responsibility to anyone completing the survey to protect their data and still provide information that can be used to help them and their teammates.

We achieve this delicate balance by using visualised data showing indictors rather than specific responses.

The closest we allow Leaders to End Users responses is highlighting a maximum of 2 randomised positive and negative questions answered NEVER the actual responses to those questions.
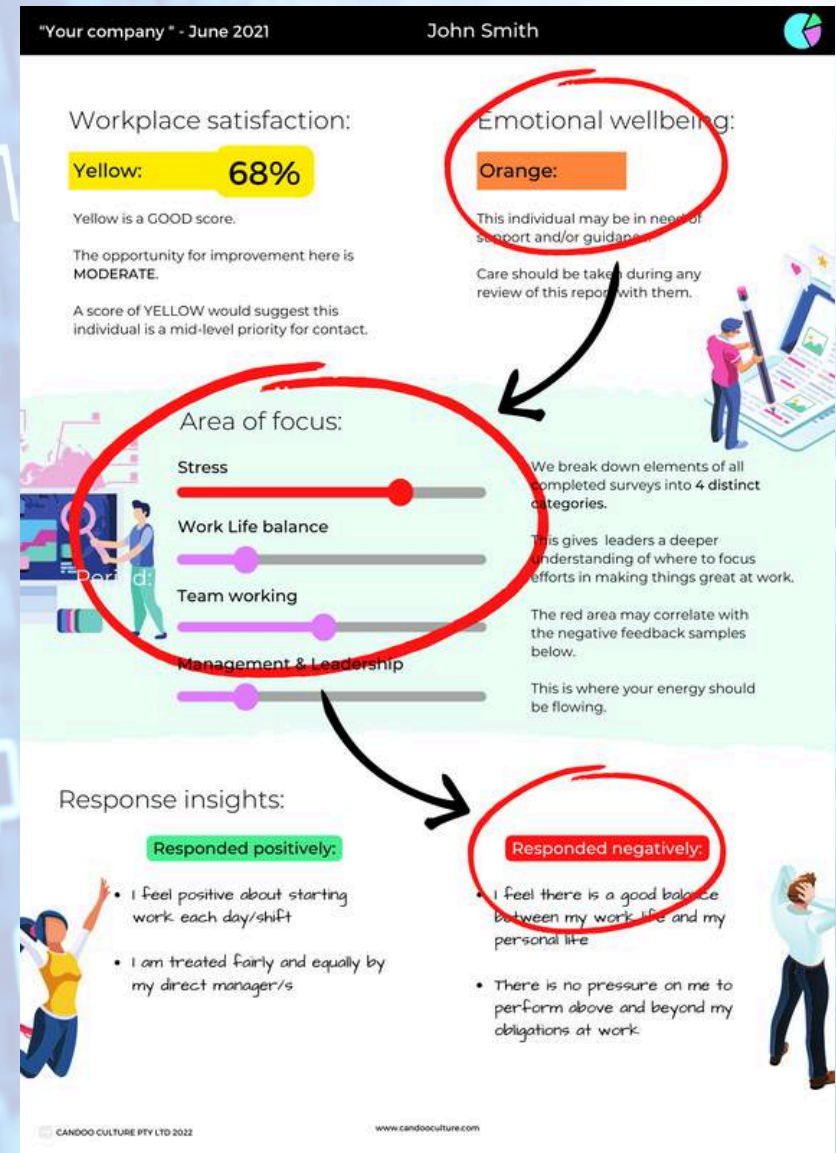
Individual Profiling

Understanding behaviour is a glimpse into a 'feeling', we have to dig beneath the feeling to find the 'need', only then can we truly Lead people.
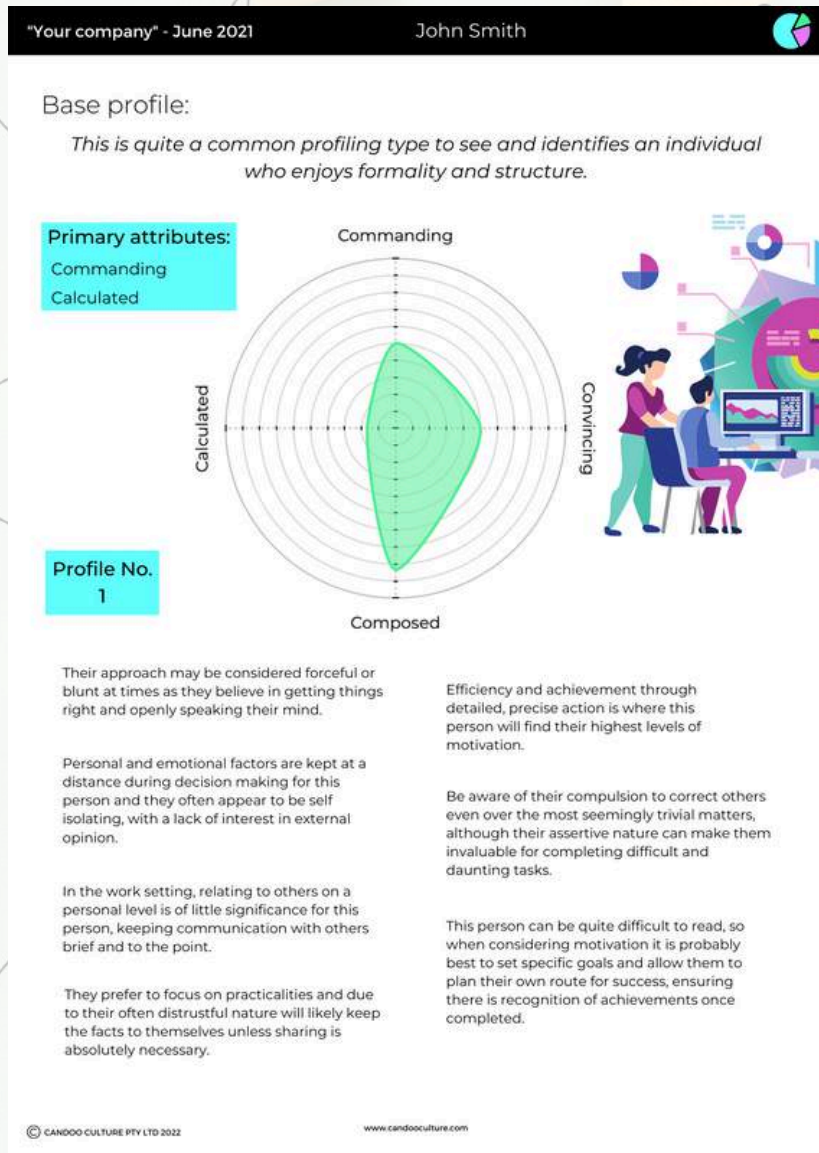
From survey answers we are able to begin to form a behavioural profile for each individual. This takes place periodically over the course of our integration with a client to ensure results are as current as possible.

This profile is an extremely effective way of highlighting personal preferences for individuals within the workplace.

We work diligently with Leaders to ensure they understand how this profile can help them connect with their team members and identify how to foster trust and earn their respect, how to better communicate with them and how to nurture their growth.

The BIG picture

"Where there is data smoke, there is business fire." - Thomas Redman

Averaging results for teams and your organisation as a whole, means Leaders get to see what's working and what needs attention in real-time without the fluff.

It enables you to plot trends over time and smoothly adapt your efforts to suit the evolving climate of your business.

Not a 20 page report that looks the part...
1 page that works!

The goal is a Culture where sharing, good or bad, becomes commonplace but we have to have trust, respect and humility before this Culture will flourish and sustain.

Recruitment Profiling

"It doesn't make sense to hire smart people and then tell them what to do, we hire smart people so they can tell us what to do.." - Steve Jobs

Recruitment profiling saves you the frustration, substantial cost and team/project disruption of hiring the wrong person.

It empowers you with insights into key personal attributes and preferences for each individual candidate, which means you get the best fit for the team, the role and your Culture.

This personalisation leads to your new recruits feeling valued and highly satisfied in their new role, increasing productivity, reducing churn and eliminating the constant cost of role replacement and onboarding.

Base profile:

Another rare profile, sees this individual defined by their ability to remain creative during times of critical thinking.

Primary attributes:
Composed
Commanding

Commanding

Calculated

Convincing

Composed
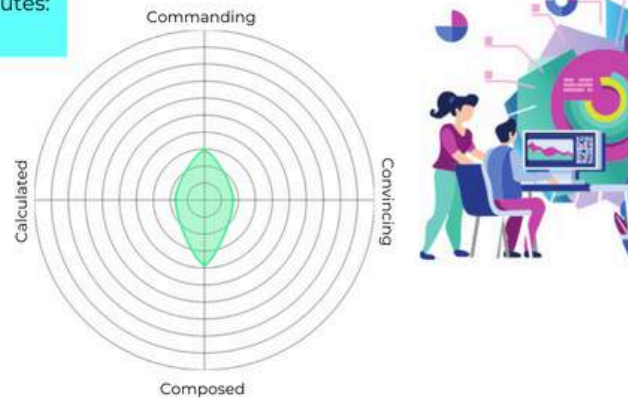
Profile No. 11

Highly task and results focussed, this person will prioritise getting things done but will also maintain a healthy focus on the friendly manner in which they do so.

Potentially someone who flies "under the radar" due to their more perceptive nature, they will often, when observed, display a quiet tenacity.

You will likely see this individual persistent in their methods, you will also see them display high levels of stability and consistency in delivery.

Balance will be important for this person, with particular attention on time spent with others and being given time alone to focus on tasks.

Patience and kindness will be dominant traits but under pressure, they can make way for a more direct approach favouring a firm but continually kind hand.

Another pressure response will likely be withdrawal from conflict unless persistently pushed, which will probably illicit a more forceful response.

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Leadership Profiling

"Leaders do not create followers, they create more leaders" - Tom Peters

It's no coincidence that the greatest teams have the greatest Leaders. People who are not on the sidelines but instead, spreading their influence through integrity and commitment to each individual.

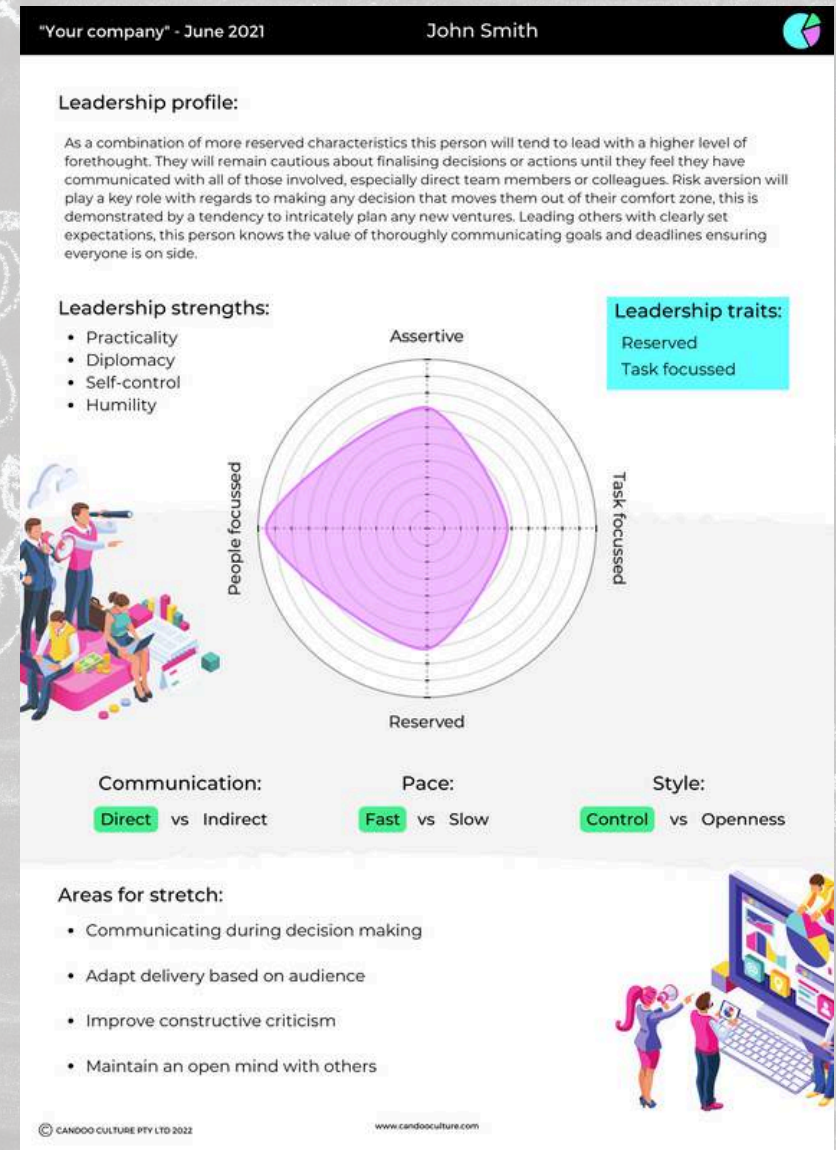Do you have Leaders at every level of your business?

It doesn't matter what the title is, it only matters if you find the right people and give them the right levels of responsibility AND autonomy.

We know everything breaks at the weakest point, usual "the middle".

Profiling allows you to see just how weak you are in the "middle".
Where are you carrying a few extra pounds?
Where are you LEAN, STRONG & CAPABLE?

"Your company" - June 2021   John Smith

Leadership profile:

As a combination of more reserved characteristics this person will tend to lead with a higher level of forethought. They will remain cautious about finalising decisions or actions until they feel they have communicated with all of those involved, especially direct team members or colleagues. Risk aversion will play a key role with regards to making any decision that moves them out of their comfort zone, this is demonstrated by a tendency to intricately plan any new ventures. Leading others with clearly set expectations, this person knows the value of thoroughly communicating goals and deadlines ensuring everyone is on side.

Leadership strengths:
- Practicality
- Diplomacy
- Self-control
- Humility

Leadership traits:
Reserved
Task focussed

(Radar chart: Assertive / Task focussed / Reserved / People focussed)

Communication: Direct vs Indirect

Pace: Fast vs Slow

Style: Control vs Openness

Areas for stretch:
- Communicating during decision making
- Adapt delivery based on audience
- Improve constructive criticism
- Maintain an open mind with others

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Rethinking how we **Design/Redesign** Workplace Culture

Culture Evaluation

"Success does not require you to look out the window, It only requires that you look in the mirror" - Eric Thomas

Let's start with honest self-reflection.
We're not here to tell you what you can't do, you already know that.

We are here to be your greatest fans on the way up. To say "Let's go!" and help you achieve greatness but we cannot start that process until you are honest about your baseline.

Our Litmus Test is strategically distributed throughout your organisation so we can gather REAL insight into how you operate.

There will be some uncomfortable feedback here. And that's a great thing!

Candoo Litmus Test

Please complete the following as honestly as possible:

	Never	Sometimes	Always
Do you understand the strategic direction of your organisation?	☐	☐	☐
How often do you have conversations (be it one way or two way conversations) about your workplace culture?	☐	☐	☐
How consistently do you grow/develop your people (not just leaders, all people)?	☐	☐	☐
How often does your workplace encourage and perform 360 feedback at every level?	☐	☐	☐
How regularly do you attract (and retain) the right talent?	☐	☐	☐
Does your organisations culture project positively to the outside world?	☐	☐	☐

How often are the following assessed throughout your workplace culture?

	Company			Myself		
	Never	Sometimes	Always	Never	Sometimes	Always
The feeling of VALUE	☐	☐	☐	☐	☐	☐
The feeling of RESPECT	☐	☐	☐	☐	☐	☐
The feeling of SAFETY	☐	☐	☐	☐	☐	☐

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Culture Blueprint

"... I think the frustration and dissatisfaction people have in most companies is from inconsistency."

- Bob Glazer

Designing your ideal workplace culture is how you can begin to create consistency and also the expectation of team member engagement.

Culture = Engagement. Not the other way around.

A good cultural blueprint identifies all the unique, quirky, weird and wonderful ways your business succeeds.

It guides your decision making around who belongs and who doesn't.

It allows team members to aspire to expectations that should be evidential across the board, especially in Leadership!

Amplifying skills and abilities through real **Development**

Understanding Data

"You can have data without information, but you cannot have information without data."

- Daniel Keys Moran

Once we establish baselines and monitor trends, we sometimes expect the data to do the work and unfortunately that just won't happen.

Gathering metrics is just the beginning.

Whether in-person or virtually, our Understanding Data workshop gives your key personnel the opportunity to fuse insight with intuition when making decisions.

Let's streamline your reporting processes and have deliverable metrics that the messenger actually understands.

It's important that leaders can "know" but it's vastly more valuable when they can "show".
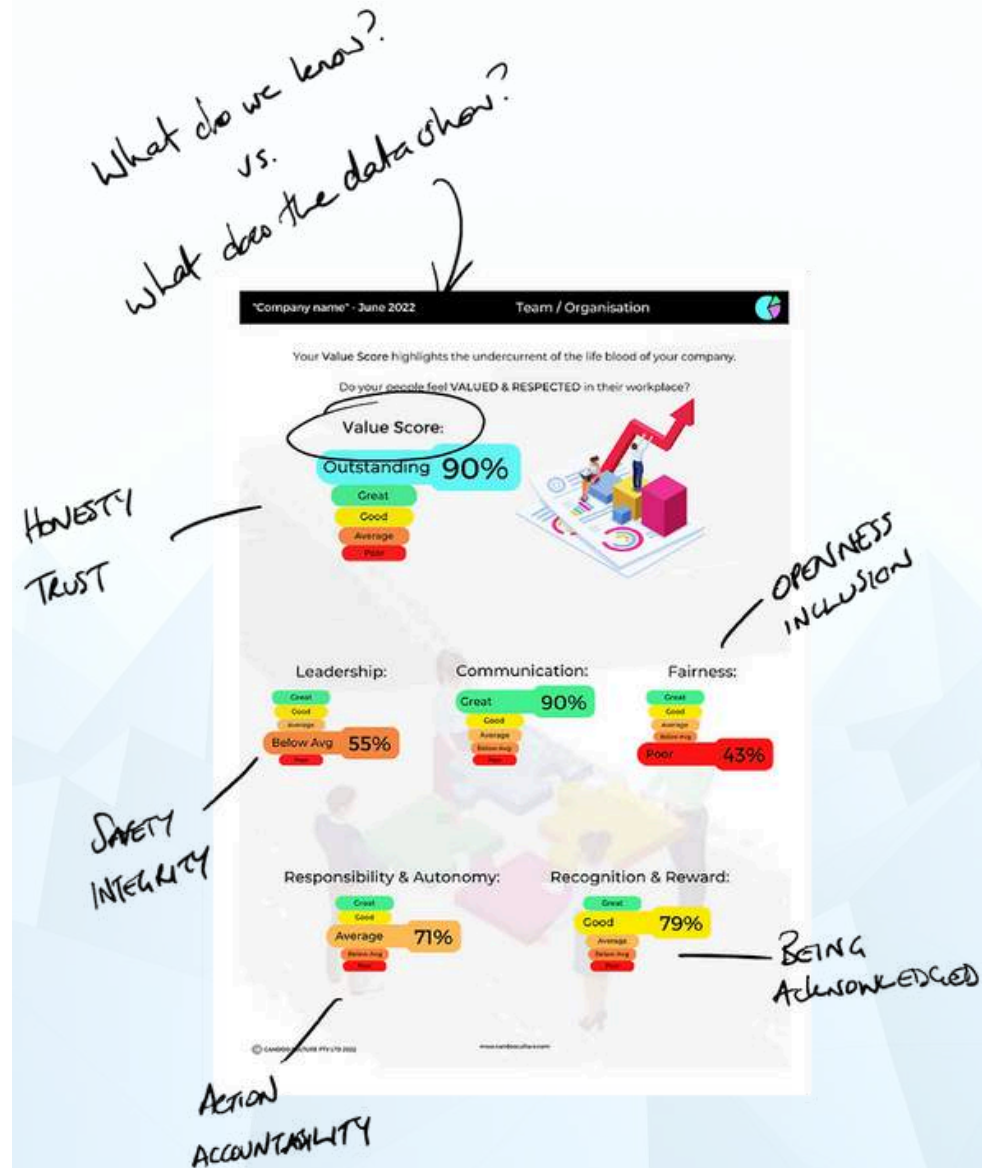
HUDDLES

"Smart leaders develop people who develop others, don't waste your time on those who won't help themselves."

- John C Maxwell

With our HUDDLES we help your Leaders slingshot from the daily grind of lifeless SOP's and empower them to lead their teams toward the BIG WINS!

Once we've established baselines across your organisation we can help pinpoint exactly where your efforts and resources need to be focused.

Some of our Spotlight Huddles are:

Lead, Comms, Connect, Discipline, Protect & Hustle.

Although we find these are common subject matters for our clients you may require something more personalised so don't be afraid to throw us a challenge!