

Lead Culture™

The Culture Shaping Track

Shape Culture. Accelerate Change. Create a Culture of Accountability.®

Our Lead Culture™ program is a powerful change management process designed to shape and transform culture. Utilizing a powerful and insightful model known as The Results Pyramid, coupled with innovative cultural management tools, Lead Culture gets traction around the desired culture, acting as a major catalyst in an organization's path to greater success.

Drawing from the principles introduced in the groundbreaking New York Times bestselling book on change management, *Change The Culture, Change The Game*®, this program helps intact teams and can be rolled out enterprise-wide to hundreds of thousands of employees.

What Is Involved?

Assessment / Interviews

We assess your current culture with phone interviews and the Partners In Leadership Organizational Culture Assessment (online). Next, we debrief findings with your leaders and outline the role they will play in workshops as well as in subsequent implementation.

The Pre-Assessment Steps

- Interviews and data gathering
- Pre-Workshop leader debrief and preparation call
- Workshop tailoring and design, exclusively for your company positioning
- Proprietary Partners In Leadership culture assessments for all participants
- Culture assessment reporting



Say their change management efforts are currently lacking a simple and effective model that people at all levels can use.*



Onsite Training

Our Culture Experts come onsite to your location to train your team or your entire company. You receive assessments, consultations, workbooks, access to our Partners In Leadership Tools online and more.



Train The Facilitator (TTF)

We'll come in and train your trainers on how to deliver our Culture training program. It's so impactful we call it "Train the Facilitator", your training team becomes an in-house powerhouse of fundamental change within your organization.



Complimentary Webinars

Our Lead Culture webinars are designed to help viewers to begin understanding the impact that positive accountability can have within an organization.

Contact Us Today 1.800.504.6070

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Accelerate. Enhance. Create a Culture of Accountability.®

Change management can be difficult. In fact, 70% of organizations say their change management efforts are currently lacking a simple and effective model that people at all levels can use. Lead Culture greatly facilitates change management efforts in a way that is effective, meaningful and embraced by leadership and the workforce alike.

Specifically, we partner with our clients to implement this impactful change management program throughout their organization to:

- > **Create enterprise-wide alignment:** We help clients get aligned around the top three or four key results they want to achieve in the near future. Through the development of organizational Cultural Beliefs®, our approach helps align a workforce around shared beliefs, shared vision and shared goals.
- > **Accelerate Culture Shaping:** We help our clients overcome Belief Bias™ that hinders change transformation initiatives through the use of our powerful culture management tools that encourage recognition, storytelling, feedback and modeling behavior.
- > **Establish long-term, sustainable growth:** A short-term solution to change management can be costly in time, money and other resources. Our change methodology creates a lasting culture founded on the principles of positive accountability, which becomes ingrained into the DNA of an organization.
- > **Avoid The Action Trap™:** We work with leadership teams on processes to avoid The Action Trap, where focusing on actions to deliver results feels like the only solution. Instead, we leverage our methodologies to focus on the creation of experiences to shape beliefs, driving the right actions and results.
- > **Boost employee morale:** By Creating A Culture of Accountability® in which everyone holds themselves and one another accountable, the workforce is encouraged to recognize one another when demonstrating behaviors that help accelerate cultural transformation, resulting in higher employee satisfaction and retention.

Develop The Cultural Beliefs® Two-Day Workshop

The first day of the two-day *Develop the Cultural Beliefs* workshop is designed to assist organizational leaders in defining the needed shifts in the way they think and act and articulate those shifts. Your Cultural Beliefs will be built specifically to influence actions and drive personal and collective ownership for business results.

What you investigate and learn:

- Status and review of internal assessments
- Overview of interviews
- Identification of needed change in the organization
- Belief bias changes needed
- Key leadership and culture shaping

The second day of this workshop develops leadership proficiency around each of the Key Culture Management Tools needed to create and maintain a Culture of Accountability. A plan to integrate these tools into the daily activity of the senior leadership team is created, around which alignment is achieved.

What you build and receive:

Your proprietary roadmap for cultural shaping your organization.

- Create your Cultural Beliefs Statement
- Build your Belief Pyramid (*experiences that drive beliefs*)
- Align your culture for rapid progress
- Implement the four ways to promote culture change
- Your cultural integration plan
- Alignment checkpoints

In addition, you get PILtools for 1 year – The Partners In Leadership powerful proprietary online Implementation Tool Set.

** Partners In Leadership Workplace Accountability Study, 2014*