

The team's culture change journey

Organisational climate and culture matter. They combine to enable high performance and good health. However, pressures, design issues, and changes over time can degrade culture, leading to frustration and loss: lost productivity, health, and people.

This team workshop package is designed as an event. Its purpose is to help people on the longer journey of co-designing and nourishing their team culture. Staff surveys, stakeholder feedback, technological and sector changes, are some of many sources for choosing what manner of team people wish to be. It's a matter of selecting the right sources, helping people to interpret them, and crafting a way forward.

This journey approach helps teams to map out their cultural destination, then head off along the road to get there. Culture change differs to structural change, which is about governance, facilities, systems, and budgets. The design and implementation of culture change more iterative. So this workshop plans the journey and sets milestones to mark the way. The team then uses these to engage people and create opportunities to get to their destination: a team that enables people to be their best.

The journey workshop

- Culture and climate and their links
- Sources for exploring our current culture
- SWOT of current culture and climate
- The destination culture and its landmarks
- Road map and milestones along the way
- BASIC-8 change readiness check**
 - How this change begins
 - Who can align to support this
 - Shaping and co-design steps
 - Key things to implement
 - Prepare to consolidate

Public inquiries and institutional crises in recent years have shown how getting climate and culture wrong creates trouble. Conversely, getting them right is a delight.

Benefits

This program enables:

- Proactive use of organisational data
- Higher wellbeing and productivity
- Agile and adaptive teams

Duration

The journey workshop can be:

- Comfortably done as a one day exercise
- Thoroughly done over two days
- Lightly done over half a day

Making this happen

It takes little effort on your part to get going:

- We step you through what you need to prepare
- We plan the process and resources
- Contact us on Ph. 0421 080 311 or paul@grevilleaconsultants.com.au