

Leadership does not happen; it causes an effect in organizations. The culture, brand or image of the organization is leadership relevant. Understanding organizational culture is key to optimizing quality. The leader has to navigate the cultural nuances, power struggles and the politics of business and understand and align values in the organization. 360° feedback is a great assessment tool. People work through people to achieve organizational mission, purpose, intent or vision.

Cultureal is a leadership and organizational capacity building, education, training and technical assistance model facilitating comprehensive talent management. Repositioning, reframing and relating with people to celebrate diversity in organizations is our forte.

Cultureal

- ◆ Is **the** high performance team development tool.
- ◆ helps grow and retain your most talented staff
- ◆ is a comprehensive leadership and coaching model.

- ◆ is capacity building, education and training
- ◆ is based on research findings
- ◆ is facilitated by practitioners who came out of the trenches of organizational life to listen to you and to share insights.

- ◆ embraces systemic change management, generates mind-set changes and new paradigms
- ◆ is relationship dependent
- ◆ promotes efficacy
- ◆ is communication style specific
- ◆ values each worker
- ◆ manages conflict through co-creative dialogue



Solution Strategies:

360° Feedback
 Ambassador Branding
 CEO Easing-in
 CLASS
 Coaching and motivational skills
 Core values and norms
 Courageous Conversations
 Creating a learning organization infrastructure
 Cultural competence
 Diversity
 Ethics in administration
 FIRO-B
 HRD
 Institutionalized Image
 Interpersonal conflict
 Leadership skills inventory
 Lean leadership
 MBTI
 Mentoring
 Motivation
 Organizabonding
 Organizational culture and climate
 Strategic Planning
 Succession Planning
 Supervision
 Task analysis
 Team building
 Team entropy vs synergy
 Technology innovation

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Team Building

Through

Talent Management



cultureal

consultants listen to you first!

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Food for thought

A dysfunctional workplace does not boost staff morale. Studies have found that as much as 74% of employees are actively disengaged in the workplace. Another has found that, one non-performing worker causes a 37% loss of productivity. Staff who work for you because they **have to**, are less productive than staff who **want to**, work for you.

Imagination is a critical dimension of effective leadership. Imagination is the only condition that will let hope survive and thrive. Just think, just imagine the organization of your dreams...it is possible.

The ultimate test of practical leadership is the realization of intended, real change that meets peoples enduring needs (James McGregor Burns). Leadership exists when people are no longer victims of circumstances but participate in creating new circumstances. Leadership is about creating a domain in which human beings continually deepen their understanding of reality and become more capable of participating in the unfolding of the world. Ultimately, leadership is about creating new realities (Peter Senge).

Do not let the halo of your professional arrogance dim the relevance of being human. We are all human but often not **humane** in our interaction with others.



The power to change is within you!

Note your response to the following checklist:
The interaction among director, administration and staff is professional and growth producing.
With a tightening budget, can you reduce waste, maintain core values and improve on quality and positive outcomes?
Can your organization do better?
Does your organization celebrate diversity?
Do you spend more resources on interpersonal conflict and litigation than on organizational mission and purpose?
Do you see staff training and professional development as an “add-on” or as an “add-in?”

Opportunity is useless if nothing happens.

In the organizational theater, everyone wants to direct their own idiosyncratic script. Your organization is interactive-intensive.

Cultureal targets those skill sets that will enhance positive interpersonal relations; the foundation of teamwork and synergy. Teamwork is the essential component of organizational purpose and intent where quality in service delivery is the goal.



WHY? YBH?

You know what needs to be done in your organization but YBH haunts you? Yes, but how?

Cultureal starts with a leadership inventory and exploratory dialogue. Senior management team and supervisors can do a director profile which is less expensive and time consuming than 360° feedback.

Cultureal will facilitate a MBTI type inventory, storytelling and metaphors, and role plays that will help staff conceptualize the organization “at work”.

Remember: If people do not get what they want; they take it anyhow, anyway.

Engagement/Employment

Do you know and understand yourself?
Do you understand your coworkers?
Do you know why smart people do dumb things in organizations?
Is your new staff orientation effective?
Do you know which workers are actively engaged and actively disengaged?
Do you work as a team?

Cultureal can help you demystify the often difficult type, relationships.

Cultureal can help you detoxify your organizational system.

Cultureal can help you refocus your organization's purpose and intent.

Cultureal can help you create an authentic shared organizational vision.

Cultureal can improve your bottom line as well as your service delivery quality.

Conflict in any organization is inevitable; it has to be managed. A staff team with little or no ambition, with low morale and little passion is an occupational hazard in the lives of your customers who deserve only your best. Help your staff redefine the self-defined line of human potential. Get your staff on your team and on task. Staffs do not work in or for the organization; they are the organizational brand ambassadors.