



EMBEDDING AND MAINTAINING CULTURE

A SOLUTION SET FOR LEADERS TO BEST MODEL AND UPHOLD CULTURE.

It has been said that when an individual enters a group, the group enters them.

The culture of any organisation, although seemingly intangible, instructs those who are part of it on 'how we do things around here'.

It influences how, when and indeed what work gets done. Determines who fits in and is aligned with the business and equally who doesn't and shapes the overall personality of the whole group.

Created by both the systems and processes an organisation uses, and the social dynamics between individuals and sub-groups, culture cannot be merely defined and acted out.

During times of change in a business; for example, mergers, periods of growth and other strategic events, culture often becomes a focus of attention.

LEARNING DELIVERY LEVEL



WHAT DOES AN IDEAL ALCHEMIST ORGANISATIONAL CULTURE LOOK LIKE?

We believe a sustainable company culture is established through an aligned community of individuals. Generating a productive and forward focused environment must focus on the people that make up the collective. By cultivating a setting that not only supports, but actively encourages self-awareness, innovation and empowered individuality, organisations can embrace the unique value of each person. With authentic, transparent communication, networks can become a space of positive encouragement, development and accountability.

"If we can change behaviour, we can change a culture"

PROGRAMME SUMMARY

This solution set uses The Cultural Web as a basis for the learning and workshops, in order to expose cultural assumptions and dated practices. Additionally it supports the work needed to align organisational elements alongside the overall business strategy.

A mixture of traditional theory, experiential practise and peer coaching are used to facilitate the learning, and programmes can be delivered face to face, virtual or in a hybrid manner.

WHO IS IT FOR

Some workshops are designed for all levels to attend and others are aimed at managers and leaders, in order that they can best model and uphold Culture.

WHAT PEOPLE WILL LEARN

Understand the 'history' and anecdotal evidence of your organisational values and beliefs and how these are played out.

Rituals, routines, regular behaviours and actions that signal 'what good looks like' in terms of expectations and what is of value to management.

Understanding the symbols that provide a visual reference or representation of your organization, from the buildings it occupies and the way in which team members present themselves.

Defining and understanding your organisational structure and any other lines of power and influence that may not be formally noted but are in effect.

Your power structure, defining where the real power lies within an organisation, having the greatest influence on strategy and tactical implementation.



KEY OUTCOMES

A felt understanding of the Culture of the Organisation

Developing skills to support the six aspects of Culture

Clarity on 'how things are done around here'

Ability to challenge outdated practices that no longer support the here and now culture

All team members are empowered to tell the story of the culture and organisation both internally and externally

DIAGNOSTIC OPTIONS

- PCS Climate Survey
- Teamscope analysis
- Management 360

OUR **EMBEDDING AND MAINTAINING CULTURE** SOLUTION DELIVERY FORMAT

- Virtual, instructor led
- Interactive, facilitated group workshops
- Self reflection and peer coaching
- Experiential actor led coaching and scenarios in practice
- Emotional intelligence profiling and coaching
- Experiential groupwork
- Offline groupwork
- Virtual groupwork

We offer fully blended learning and development solutions, underpinned by data and technology.



DIAGNOSTICS

Tools to best assess the needs of the organisation, team and individual



INTERACTIVE

Hands-on development activities



EXPERIENTIAL

Skills through practicing and reflecting



IMMERSIVE

Simulated reality for transformational change

OUR OTHER **BUSINESS SOLUTIONS**

- Attracting and retaining talent
- Embedding values and culture
- Change management
- Service levels and customer experience
- Creating competitive advantage
- Improving productivity and profitability

SPEAK TO AN **ALCHEMIST**



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