



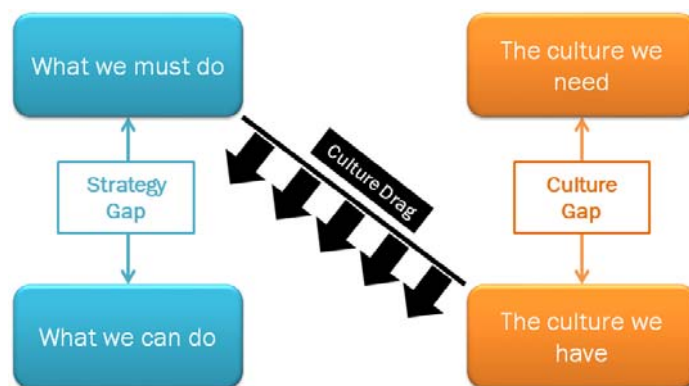
CULTURE STRATEGY FIT®

A CULTURE BY DESIGN...NOT DEFAULT

The first step in any journey is to determine the destination. The destination in culture work is the future culture required to fulfill the organization's purpose, execute its strategy and achieve its goals. This is not to say the current culture is bad or broken but rather to ensure that the culture keeps pace with internal and external change.

If the organization is successful and the environment is stable and unchanging, allowing the culture to stay as is may be the best option. However, if the environment is dynamic or changing, the culture of today may not be what is needed for success in the future.

Common examples can be found in organizations that need to drive innovation, adopt a new business model, and/or expand operations to new markets. In each scenario, new ways of working are required that challenge existing belief systems as to the best and right way to do things around here. In other words, they require culture change to be successful.



Ultimately, leaders have a choice...allow the culture to evolve (or not) by default or intentionally design the culture to accelerate the execution of strategy and achievement of goals.

A COMPREHENSIVE TOOLKIT

The CULTURE-STRATEGY FIT® **Future Culture Toolkit** is a comprehensive set of workshop modules and materials providing everything you need to facilitate a future culture workshop with small or large groups. With a selection of design options, you can quickly create a powerful workshop to define the future culture needed to deliver strategy and/or transformational change goals. The result is clarity, cohesion and commitment to a shared definition of the future culture that will underpin decision-making, planning and development for years to come.

The interactive and engaging activities and materials have been designed by culture experts ensuring that the models, modules and materials reflect the most up to date thinking in defining future-state culture. The models and methods in the Toolkit have been used with dozens of organizations from small start-ups to large and mature, global market leaders. Workshop materials have been used successfully with executive teams, division leaders and their teams and as an important part of all managers meetings.

Future Culture Workshop Options				
Variable	HBR Article	Culture Metaphors	Culture Cards	FutureQuest
Group Size	12 to 20	9 to 25	3 to 20+	20 to 150+
Length*	2 – 2.25 hours	3.25 hours	2.5 hours	2.75 hours
Pre-Work Requirement	<ul style="list-style-type: none"> 3 articles 	<ul style="list-style-type: none"> 2 articles 	<ul style="list-style-type: none"> 2 articles Option: Card Sort before workshop 	<ul style="list-style-type: none"> 2 articles Capture moments using Experience Fellow app
Handouts	<ul style="list-style-type: none"> Culture Dimension Definitions 	<ul style="list-style-type: none"> Images (1 set per table) Culture Dimension Ranking Form Culture Dimensions Ranking Score Sheet (poster) 	<ul style="list-style-type: none"> Culture Cards (1 deck per team or person) Culture Card Definitions 	<ul style="list-style-type: none"> Package of captured moments (5 per team minimum)
<p>* Additional time is required for an Energizer and Introduction to Culture</p>				

WHEN TO USE THE FUTURE CULTURE TOOLKIT

The Future Culture Toolkit is an effective solution when it is important to craft a shared view of the culture required to execute an organization's strategy and achieve its goals. It has been used as part of:

- Executive/Leadership Retreats
- Leadership Development Programs
- Strategic Planning
- Talent Acquisition & Management
- Brand Strategy
- M&A Integration

HOW TO USE THE FUTURE CULTURE TOOLKIT

The Future Culture Toolkit is a comprehensive package of our top-selling products plus a few extras we are sure you will find valuable additions to your HR/OD practice. You customize your workshop by selecting the content you need from the materials. This allows you to tailor your workshop to different audiences, group sizes and available time. Your purchase includes a deck of our best-selling Culture Cards plus the popular Culture Images.

- Four Culture Energizers to kick start your workshop
- Introduction slides to develop a shared understanding of key culture concepts
- Our Focus to establish the context for the future culture
- Four Approaches to define the future state culture
 - HBR Article
 - Culture Cards
 - Future Quest
 - Culture Metaphors
- Wrap-Up slides to share next steps on the culture journey



FAST FACTS

- Materials:
 - Detailed instructions and commentary are included in the notes pages of each slide with optional approaches, logistics, outlines with timing and more
 - MS PPT presentation
 - Pre-work requirements/options
 - Handouts and Tools including:
 - PDF of the Culture Images (\$75 value)
 - 1 deck of Culture Cards (\$95 value)
- Group size: 3 to 150+
- Length of Modules: 2-3.25 hours
 - Energizers, Introduction to Organization Culture, Context Setting and Wrap-up require additional time

PRICING

Future Culture Toolkit

\$495 USD

Includes one deck of Culture Cards, PDF of Culture Images, Handouts, PPT Presentation and Leader's Guide

Receive your Workshop Materials and Leader's Guide upon payment. Your Culture Cards are shipped to you by standard postal service.

Fees include standard postal shipping within Canada/US. Shipping to non-mainland US and international orders is additional. Rush orders and shipping by courier is charged at cost. Fees do not include taxes where applicable. All fees in USD.

