



CULTURESTRATEGYFIT®

# Executive Team Retreat

## Culture: Leading the Way

### Outline

**8:00am-8:10am**     **Welcome and Opening Remarks, CEO**

**8:10am-8:20pm**     **Meeting Objectives & Agenda**

Present the objectives for the meeting:

- Identify culture strengths and gaps between our current culture and the culture we need to execute our strategy
- Strengthen the effectiveness and culture of the leadership team
- Understand how leader personal traits and preferences affect relationships, team performance and culture
- Align executives to lead the way in culture change

**8:10am-9:15am**     **Understanding Our Current Culture**

***Presentation of Culture Survey Results***

Present the results of the Culture Survey using our values and culture attributes as a framework

- Review the survey results and how our current culture aligns with its strategy and culture model
- Identify our strengths and opportunities to increase alignment

**9:15am-10:15am**     **Leading Culture**

***Activity to Explore the Link Between Leadership and Organizational Culture***

Facilitate an exercise to identify how the Executive Team influences culture

- Develop a 'story board' of the Executive Team's points of influence for our culture attributes (determined by survey results)
- Discuss the role of leaders in shaping culture individually and as a leadership team

**10:15am-10:30am**     **Break**

- 10:30am-11:00am Feedback from the Team**  
Present the overall strengths and challenges of the Executive Team as perceived by its members
- Share interview insights re Executive Team effectiveness
- 11:00am-12:00pm Executive Team Culture Profile**  
*Presentation of the Executive Team DiSC Assessment Results*  
Discuss the DiSC assessment to help the Executive Team build better work relationships
- Presentation of the Executive Team Profile to understand the team's culture
  - Discussion of how the DiSC team culture profile is reflected in the Culture Survey results
- 12:00pm-12:30pm Lunch**
- 12:30pm-3:45pm Building Executive Team Relationships**  
*Break Out Sessions – Commitment to Working Together*  
During the breakout sessions, each Executive Team member will rotate through twelve 15-minute sessions:
- Overview of Individual Compatibility Reports
  - Individual Work Contracts: Executive Team members meet with each of their counterparts to develop a contract for how they can better work together based on their DiSC results
  - Culture Survey: Each Executive Team member has a 15-minute discussion with Dr. Nancie Evans to review the Culture Survey results for their team
- 3:45pm-4:45pm Self-Disclosure**  
*Individual Statements of Commitment to the Team*  
During this one-hour session, each Executive shares what they learned about themselves from the DiSC Assessment and Culture Survey. They are encouraged to openly discuss how they can capitalize on their strengths, how their challenges have impacted the rest of the team and how they plan to better contribute to the team going forward
- 4:45pm-5:15pm Wrap-Up**  
*Insights, Implications and Next Steps*  
Group discussion of key insights and their implications leading to a review of decisions made and next steps.
- 5:15pm-5:30pm Closing Remarks, CEO**