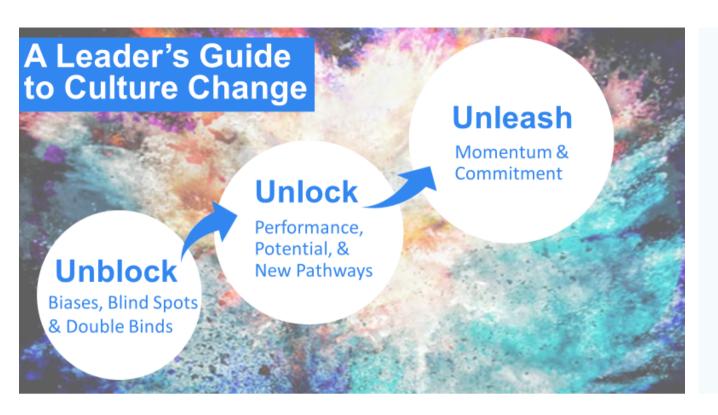
CULTURE BOOST

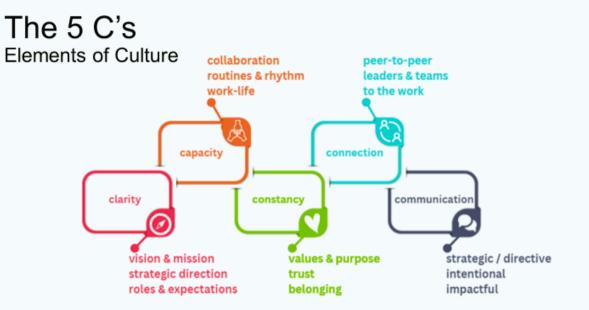
WORKSHOP



Culture Canvas







THE COLLABORATION STACK



The Collaboration Stack: different high-return working practices are needed for collaboration ... [+] FERRAZZI BREENLIGHT

OVERCONFIDENCE Assurance in our ability to make an impact and be important. Yes, this is the overconfidence bias - the bane to many executives! But without some degree in confidence in our critical thinking skills and ability

to take action, we might not decide to do anything at all!

JUSTIFICATION To avoid mistakes, we avoid irreversible decisions. If we must choose, we tend to choose the option that is perceived as the least risky or that preserves the status quo. Better the devil you know than the devil you do not.

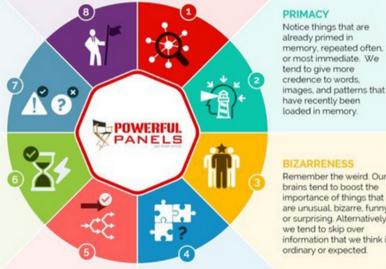
SUNK COST Complete things that we've already invested (too much?) time and energy in. This is the behavioral economist's version of Newton's first law of motion: an object in motion stays in motion. This Sunk Cost Fallacy helps us finish a project, even if we come across more and more reasons to give up

OCCAM'S RAZOR

Favor simplicity over complexity. Occam's razor asserts that "the simplest solution tends to be the right one." Simple is actually our preference. We'd rather do the quick, simple thing than the important complicated thing. even if the important complicated thing is ultimately a better use of time and energy

CONFIRMATION

Focus on details that confirm our own existing beliefs. We readily accept information that confirms our own hypothesis and we tend to ignore details that contradict



Remember the weird. Our brains tend to boost the importance of things that are unusual, bizarre, funny, or surprising. Alternatively, we tend to skip over information that we think is ordinary or expected.

CONFABULATION

Find stories and patterns even in sparse data. Rarely do we have the luxury of having the full story. When we have partial information about a specific thing that belongs to a group of things we are pretty familiar with, our brains fill in the gaps.

Quick Reference Guide



CLARITY

VISION & MISSION | STRATEGIC DIRECTION | ROLES & EXPECTATIONS

unblock

Level-set get honest









	me	my team	overall org
Clarity of vision			
Belief in mission			
Clarity of strategy			
Goal-setting			
Achieving goals			
Clarity of role(s)			
Role Excellence			
Clear on expectations			
Readiness for change			
totals			

Level-set observation

What did you notice while assigning ratings?

What scores would you like improved?

What are the biases, blind spots, and double binds to be aware of?

unlock

3

Culture Potential

then & now

Describe your culture as it is today.

What do you want it to feel like/be like in 12 months from today?











How would you rate the overall vibe of your culture?

my rating

guess team rating guess overall company rating



4

Role Excellence

performance

Who are your top performers and what are their attributes?

How many A players, B players, C players are on your team?

A Players # B Players # C Players

unleash

Clarity

5

Taking Inventory

Top priorities

Biggest blockers

Ideas for closing the culture gap: now + 12 months.

Taking Action

What are 3 steps I can take to drive more clarity for myself, my team, and/or company?

Gratitude Time – Who do I need to recognize?

CAPACITY

COLLABORATION | ROUTINES & RITUALS | WORK-LIFE BALANCE

unblock

What % of the week do you spend in meetings?

What would be more ideal time spent in meetings?

	purpose	+ working	- not working
Meeting 1:			
Meeting 2:			
Meeting 3:			

unlock



How many meetings could you cut if you ran a no huddle
or silent play?

What would be the financial cost savings?

What other benefits would you experience with less meetings? What impact would it have on your team?

unleash



Taking Action

How well is collaboration happening now? What are the opportunities for more asynchronous collaboration?

Jot down ideas for creating more serendipitous moments



Success is three parts hard work and one part serendipity; this serendipity is a direct result of the other three parts of hard work.

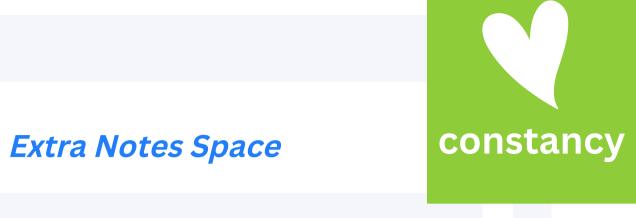
- Ken Poirot

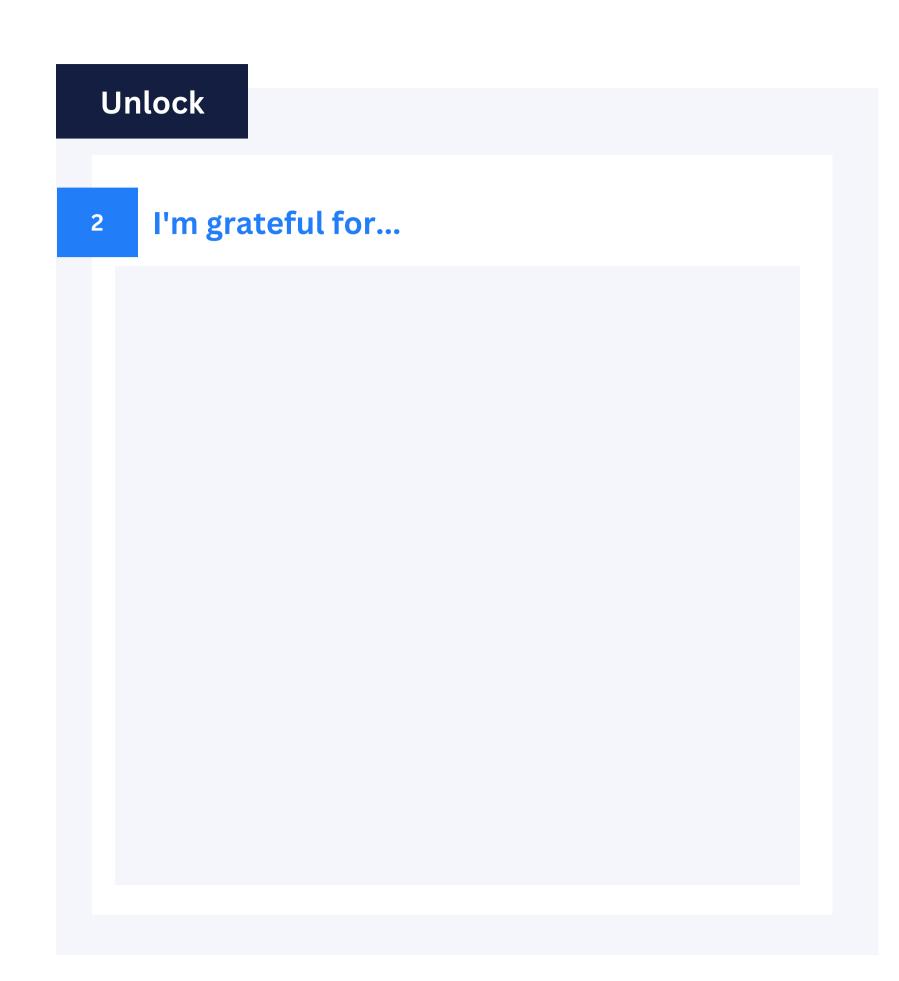
CONSTANCY

VALUES & PURPOSE | TRUST | BELONGING

noun: the quality of being unchanging or unwavering, as in purpose, love, or loyalty; firmness of mind; faithfulness







Who are the unsung heroes? constancy

Who are the cultural champions?

Who consistently lives the values?

Unleash



What are the stories that need to be told within your organization? write, scribble, draw





- 1. Clarity
- 2. Capacity
- 3. Constancy
- 4. Connection
- 5. Communication

But, wait there's more...

Email teameshiftthework.com
to walk through "Connection"
and "Communication"

