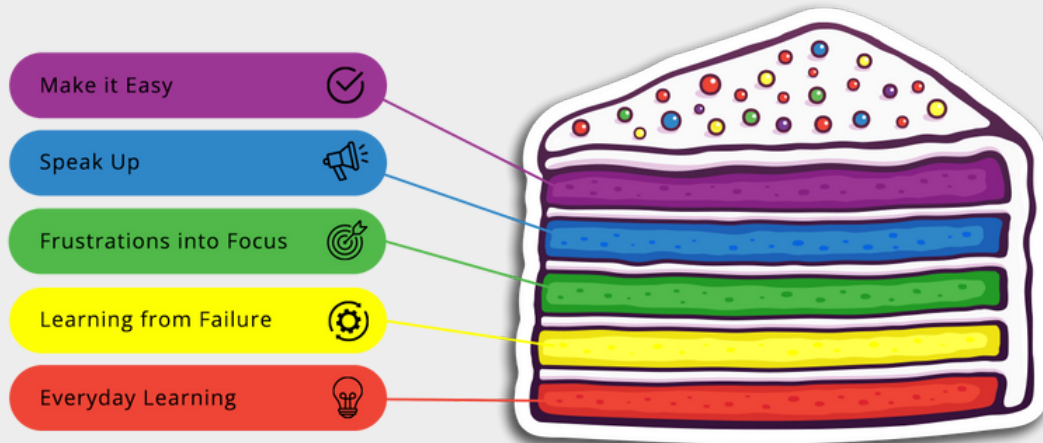




# High Performing Cultures Programme



Our Workplace Culture Change Programme is built around our unique Culture Kick Culture Cake it has 5 layers of yummy goodness to create your own High Performing Culture. We bring all of these layers and elements to life inside your business with your Leaders to empower them to create a Workplace Culture you can be proud of.



## Make it Easy

Your people get out of bed in the morning to come to work to do what they do best, and to do that well. Set them up for success by making it easy to get work done by understanding the realities of Human Error, Error Traps and Organisational Drift.

### Elements brought to life are:

Set up for success | Error is normal | Collaboration & interdependences  
Declutter | Purpose & Direction | Communication



## **Speak Up**

Your people have all the solutions to all the challenges that your business will face, but often it is trapped within your workforce.

Creating a Psychological Safe environment where people can openly share ideas and concerns and are met with Leaders who listen and act upon this information.

### **Elements brought to life are:**

Psych safety | Just culture | Ask better questions | Diversity and Inclusion  
Teamwork | Motivation and Morale

## **Frustrations into Focus**

Take the time and space to listen and understand what is getting in people's way, stopping them delivering High Performance and turn those frustrations into focus so people can get stuff done and feel good doing it

### **Elements brought to life are:**

Active Listening | Take action | External into internal | Learning Teams  
Stressors & H&W | ROT

## **Learning from Failure**

Reframing how you view and respond to failures, as opportunities to learn and improve when things go wrong, so that you can actively understand the context to really learn and embed that learning.

### **Elements brought to life are:**

Response matters | Drift vs compliance | Blame adds no value  
Context & systems | Lessons learnt | Celebrate resilience

## **Everyday Learning**

Proactively learning by seeking to understand the context and reality of normal everyday work and successes, to amplify the opportunities to learn, adapt and improve more frequently and consistently.

### **Elements brought to life are:**

Red & Blue cycles | Error traps | Celebrate success  
Problem solving | Assumptions & biases | Measure & Reward





# Phases of the Programme



1. **Discovery Phase** - we help discover where you are now on your Culture Change journey, whats working and whats challenging.

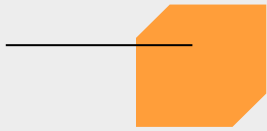
This can be flexible from a 2hr workshop to a number of dedicated days on site, interviewing team members and soaking up your current Culture.

2. **Delivery Phase** - Delivery of interactive training workshops to bring to life the layers of the Culture Cake

These are ideally broken down into 6 ½ day workshops and spread out over 6-18months. Delivering a ½ day workshop every 1-3months. It is also essential that any Senior Leaders attend a one off overview workshop to understand the contents of the whole programme so they can best support the participants undertaking the whole programme.

3. **Coaching Support Phase** - group coaching to empower Leaders to implement and align the layers of the Culture Cake into their part of the business through micro experiments, self reflection and peer accountability.

This is the most integral element of the programme as it helps keep momentum flowing and support the Leaders this to bring to life in their teams and align it to their operations. Included in this phase are digital self coaching prompts, which serve as reminders for the key content delivered in the workshops, questions and micro experiments to try with their team. Plus group coaching which helps hold Leaders accountable and coach them on the challenges and success they are facing. Email and whatsapp voice note (or similar app) support available to Leaders who want to check in with a challenge or success they are facing.

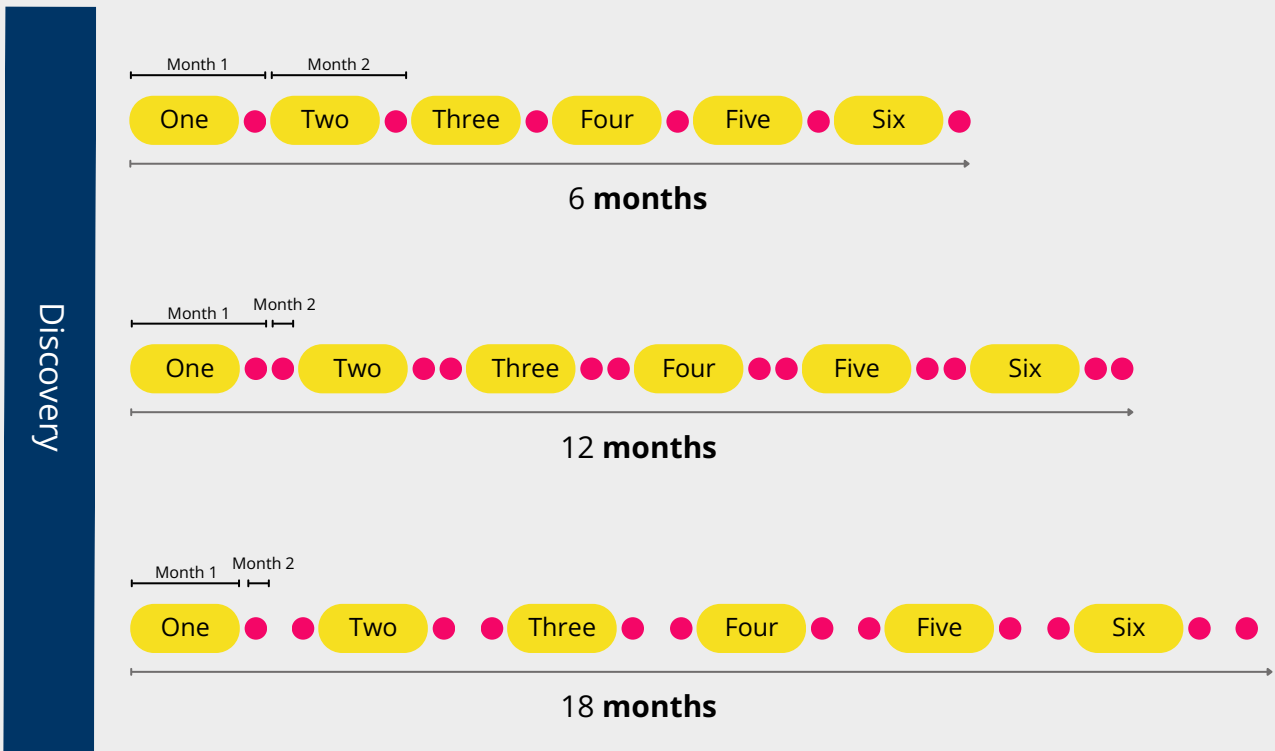


# HPC Programme Structure options

**Discovery**

**Delivery - workshop**

**Coaching**





# Programme Prices

## **Discovery Phase**

2hr workshop - £500 or full day on site at £2000

## **Delivery Phase**

Senior Leaders oversight workshop ½ day - £1250

6 x ½ day workshops - 6 x £1250

Minimum numbers for workshops is 5 people and maximum is 20 people

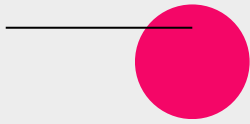
## **Coaching Support Phase**

Group coaching for 4-6 people for 6months - £1500.

This price includes digital handouts and email support for the duration. Dependant on how many people undertake the programme and for how long will determine the price of this Support Phase. For example for 10 people for a 12months programme will be £6000. If you indicate how many people you wish to participate in the programme and for how long, we can supply an exact cost.

\*All prices exclude VAT





# How to **collaborate**

If you are interested in creating a partnership with us, and starting on your journey towards a High Performing Culture then you can connect via these contact details :

07957 983 740

[www.culturekick.co.uk](http://www.culturekick.co.uk)

[becky@culturekick.co.uk](mailto:becky@culturekick.co.uk)

[https://www.linkedin.com/in/](https://www.linkedin.com/in/becky-ray-culturekick/)

[becky-ray-culturekick/](https://www.linkedin.com/in/becky-ray-culturekick/)

