

CREATE A HIGH PERFORMING CULTURE IN HYBRID WORKPLACES

Introduction

Creating a **high-performing organisational culture** has been at the top of the agenda for leaders for many years.

However, **few leaders and businesses** have a **clear or proven** approach to leadership that:

- improves engagement,
- removes barriers to innovation and
- uncovers hidden strengths in key personnel.

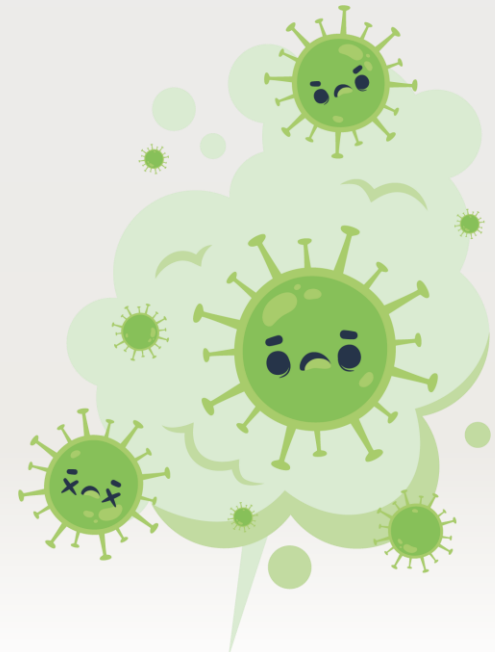
All - critical outcomes - particularly as the lockdown is predicted to cause the **worst economic downturn since the great depression.**

A new style of leadership and
organisational culture are needed
to survive and thrive
in our post-pandemic world



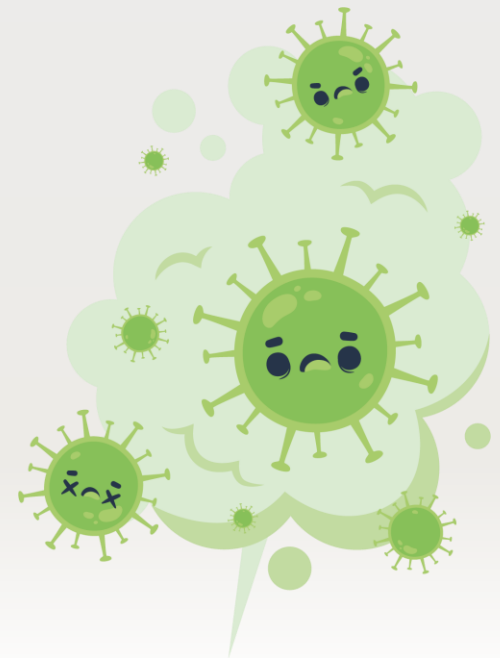
Leaders are seeking answers to challenges caused by the global lockdown

- **What has changed for our employees?** How do their expectations and ways of working differ as a result of the pandemic?
- What should we be doing differently as a result? What leadership capabilities and organisational culture are needed in our post-pandemic world?
- How do we reset and evolve a culture that will deliver high levels of performance?
- What values will underpin our recovery?



Leaders are seeking answers to challenges caused by the global lockdown

- How do we attract and retain the talent we need to drive our recovery?
- How do we build agility and resilience in our people so we can thrive in uncertainty?
- How do I manage my own and our teams' anxieties and fears?
- How do we future proof our organisation?



Organisational transformation starts at the top

- Organisational culture is a **reflection of leaders' consciousness**
- To create high performing cultures in the post-pandemic world, leaders need to first **shift their individual mindset** by being prepared to embrace **new ways of thinking and working**.
- That shift will **spread like a ripple** (as others emulate role models) throughout the rest of an organisation and help create high performing culture.

Senior leadership and team goals:
What do you want instead?

Senior leaders and teams who are...

- ✓ Prepared to lead successfully
- ✓ Experiencing and applying more creativity and innovation
- ✓ Communicating and understanding a clear vision
- ✓ Acting as change agents and role models within the organisation
- ✓ Making better strategic decisions
- ✓ Working with a greater sense of purpose, agility and resilience
- ✓ Working with improved energy levels and a passion for work
- ✓ Enjoying reduced stress
- ✓ Able to recognise the mindset of others and help them shift

As an organisation we should expect to...

- ✓ Increase revenue
- ✓ Improve service levels
- ✓ Attract and retain talent and achieve higher employee NPS
- ✓ Notice productivity gains
- ✓ Experience 'Role Model' Leadership that is a catalyst for improved value creation and change
- ✓ Build resilience in an unprecedented economic downturn through dynamic leadership
- ✓ Focus our efforts in the areas we know will make the difference, the big bets

How do we help you
meet challenges head-on and
deliver on your goals?

Create A High Performing Culture in Hybrid Workplaces

A tailored, company-wide development programme backed by proven and **award-winning methodologies** and extensive research, directed by Professor Vlatka Ariaana Hlupic.

This programme helps leaders and entire organisation **pin-point** and **prioritise organisational challenges**, **shift their organisational culture** and **implement transformative working practices** to create lasting value in the new hybrid world of work.



Two key components

Creating an awareness an **individual** level (with the Learn How to Lead for Humane Recovery programme for leaders and employees), followed by a step change at **organisational** level with the support of appropriate resourcing and process excellence (*leveraging insights from 6 Box Leadership diagnostics*)

Individual Awareness

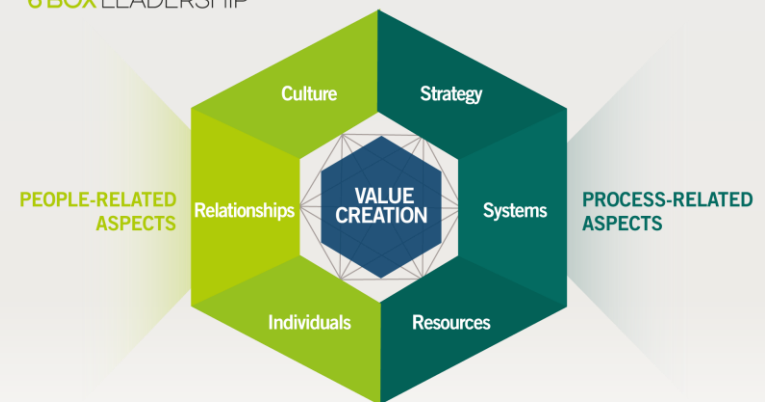


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Organisational Shift



6 BOX LEADERSHIP



The Shift to a New Workplace

METHODOLOGIES

Built around two evidence based and empirically tested models delivering individual mindset and organisational culture change, sustainable improvement in performance and business results.

TOOLS & PROCESSES

Use of toolkits (models, games, exercises) and the Action Plan Process developed on the basis of evidence based TMS methodologies,

TEAM

Holistic approach using carefully selected coaches and consultants with extensive experience and interdisciplinary backgrounds.

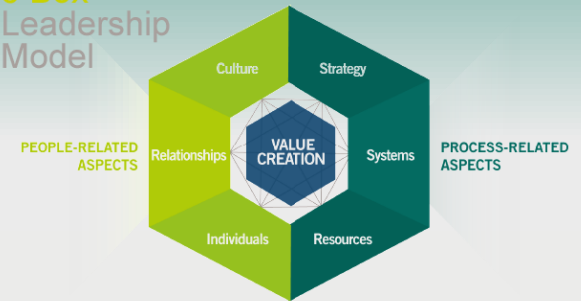
INDIVIDUAL

EMERGENT LEADERSHIP



ORGANISATIONAL

6 Box Leadership Model



Key elements from



Key elements from



- Business coaches
- Executive coaches
- Psychologists

- Change management specialists
- Board level strategic advisers
- Project management specialists
- Extensive experience in public and private sectors

EVIDENCE BASED PERFORMANCE IMPROVEMENT

How does it work?

Create A High Performing Culture in Hybrid Workplaces

| PHASE | 1. AWARENESS | 2. DIAGNOSTICS & DEVELOPMENT | 3. IMPLEMENTATION |
|--|--|---|--|
| TASK | EDUCATION | DIAGNOSIS & PLANNING | SUPPORT |
| SERVICE DESCRIPTION | <ul style="list-style-type: none"> • Consultation with CEO & senior leaders • Organisational context and objectives/goals • Understanding and awareness of the fundamental principles of The Management Shift (mindset and culture) and Humane Capital through online Masterclass | <ul style="list-style-type: none"> • Organisational diagnostics using the 6 Box Leadership online diagnostics tool • Assessment results analysis • Objective setting for change and value creation • Developing strategic action plan (leverage strengths, address weaknesses, reset for new world of work) | <p>Individual and team level support to help reset leadership behaviours and organisational culture.</p> <p>Level of proposed engagement is defined in phase 1, reviewed in phase 2 and delivered in phase 3.</p> <p>NB: All Phase 3 deliverables excluding the Business Impact Survey are included only on request and at additional cost.</p> |
| DELIVERABLES | <ul style="list-style-type: none"> • Online Masterclass 'Learn How To Lead For Humane Recovery' to create awareness amongst leaders and employees about the transformation required for a new world of work | <ul style="list-style-type: none"> • Organisational diagnostics • 2 x 6-Box Leadership reports • Bespoke virtual Shift workshops (2 x 2hrs) • Action Plan review & recommendation • Action Plan - CEO Sign Off • Support Plan - optional | <ul style="list-style-type: none"> • Business Impact Survey • <i>Launch event participation</i> • <i>1-2-1 senior executive coaching</i> • <i>Further Action Planning support</i> • <i>Remedial interventions</i> |
| DURATION for PHASE 1 & 2 ...FROM 2 WEEKS | | | EVIDENCE BASED PERFORMANCE IMPROVEMENT |

What returns can I expect?

Required Investment

FTSE 100 Company

The firm used the 6 Box Leadership Model to facilitate a company-wide performance improvement initiative. This resulted in a **33% increase in revenue and an increase in net profit of 213%**.

IT Consultancy

During a six-month period after introduction of the 6 Box Leadership approach, all available consultants had been hired 100% of their time and the division achieved **20-25% surplus revenue per month**.

Management Consultancy

Within 18 months after the 6 Box Leadership project was completed, **revenue grew 500%** and company doubled in size.

Others on *The Management Shift*®

Outstanding, unique work from one of today's most important management consultants!
Excellent!

Marshall Goldsmith

Winner, Thinkers50 Leadership Award

The most articulate, fully researched and inspiring managerial manifesto for the 21st century corporation yet written.

Dr. Jules Goddard

Fellow, London Business School

'The programme helped me move through some challenging situations, it gave me tangible strategies and made me realise I am making a huge impact on my team'

Vlatka is a brilliant thought-leader in the how-to of leadership. Her development of the 6 Box Leadership instrument and more than 150 articles in the field clearly sets her apart.

Jack Bergstrand

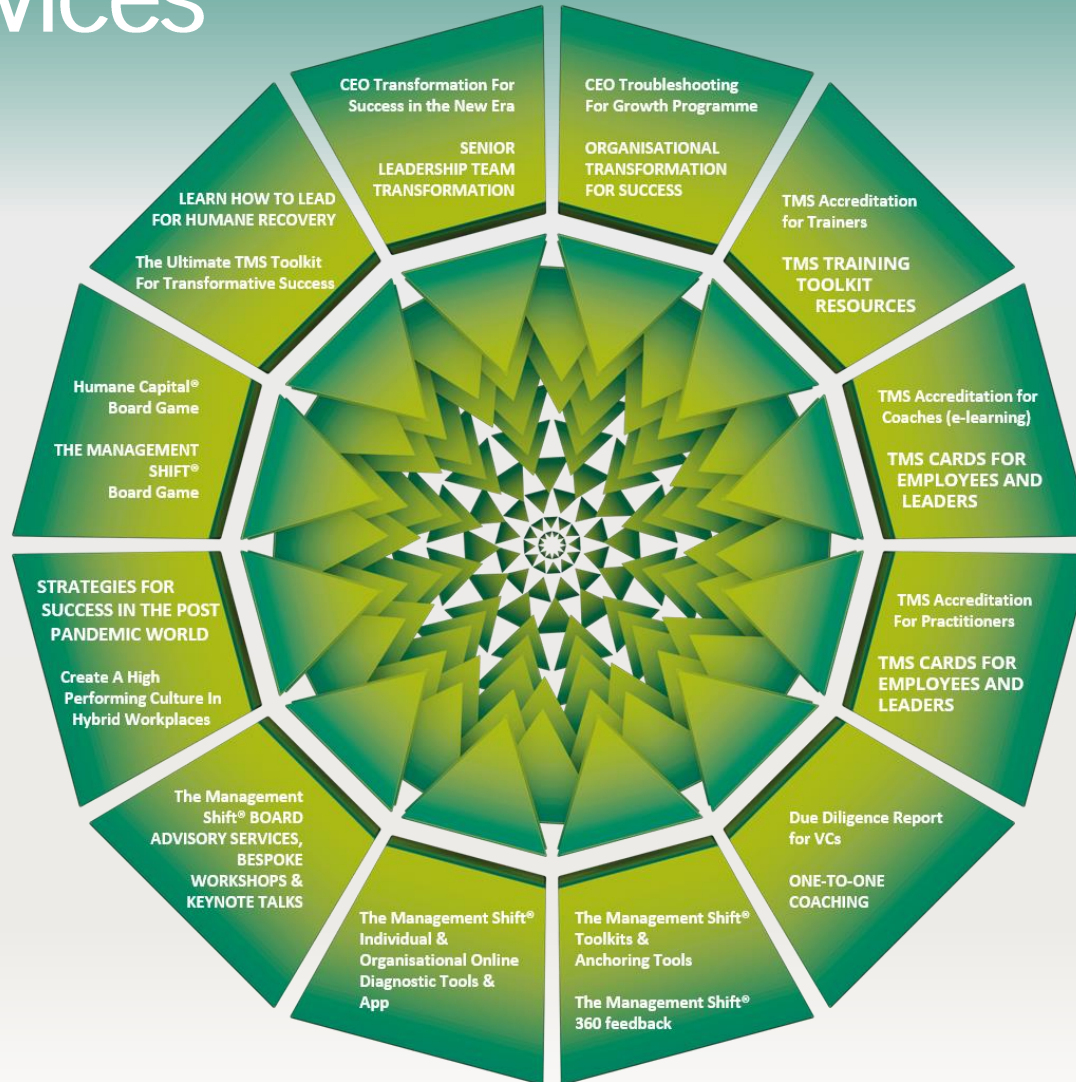
CEO, Brand Velocity Inc
former CIO The Coca-Cola Co

I have experienced Vlatka's excellent skills on innovative leadership approaches. The business results were outstanding and included productivity improvements and higher employee motivation and engagement.

Carsten Hentrich

Director, PricewaterhouseCoopers AG

Other Products and Services



Who will we be working with?

Programme practitioners



Lead consultant

Vlatka Ariaana Hlupic

Vlatka is a thought leader, university professor, prominent management consultant and Board adviser. She helps organisations to achieve sustainable improve performance, engagement, innovation and profit.

Vlatka is also a renowned professional keynote and TEDx speaker, an activist for humanising management and an award-winning author of two highly acclaimed books 'The Management Shift' and 'Humane Capital'. Her latest book – Humane Capital was selected by HR Magazine as one of the top five business books of 2018. The book includes a Foreword from his Holiness the Dalai Lama. Vlatka has been voted one of the Most Influential HR Thinkers in the world, five years running (2015-2019). She is a winner of the CMI Management Articles of the Year Award and the Axiom Business Books Award.



Talita Ferreira

Talita is an experienced C-Suite Executive Board Director in multi-disciplines, including finance; risk; strategy; and human resources and a non-executive director. She is a qualified Chartered Accountant, Chartered Director and consultant with a career as CFO in the automotive and financial services industries.

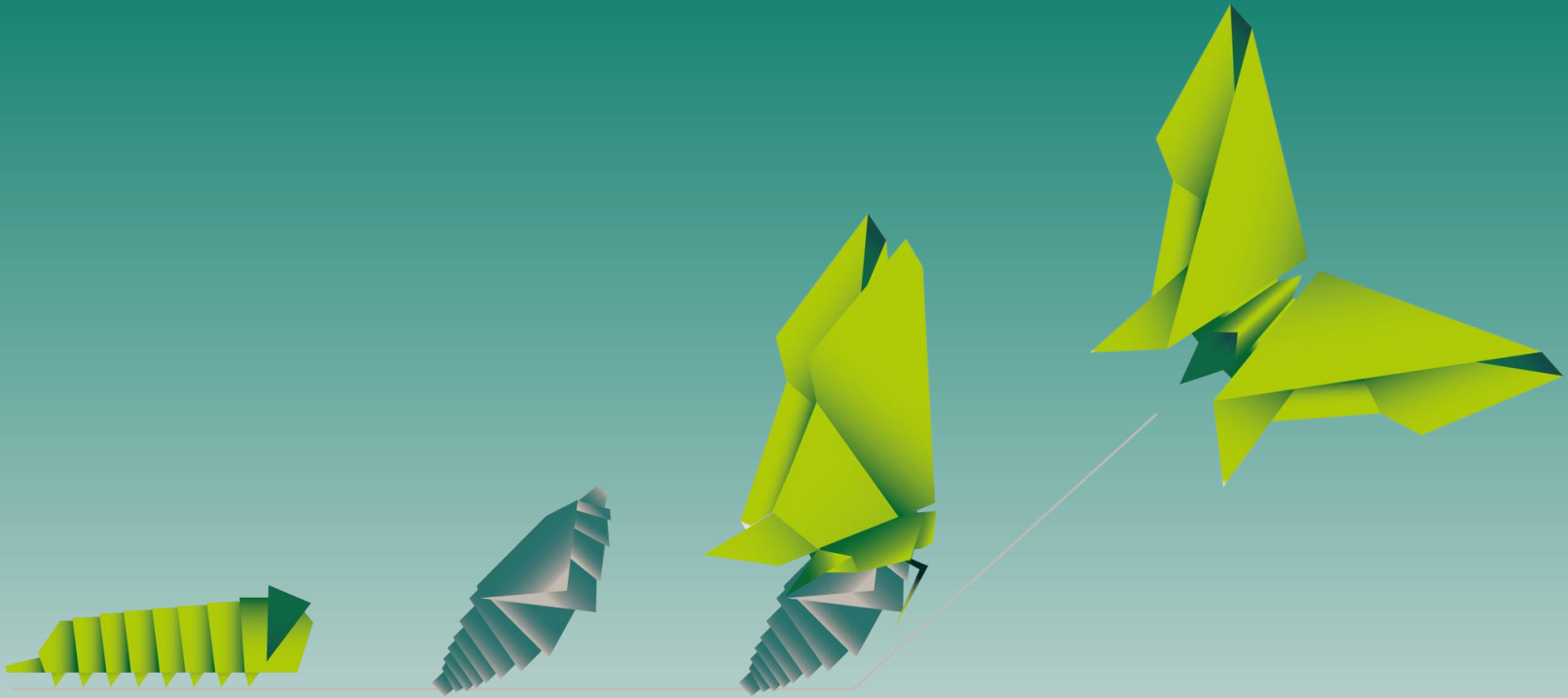
Talita led a financial services company through the 2008 crisis; a change in leadership; and helped the organisation transform strategically. She understands the language of finance and risk, strategic visioning and delivery, and knows how to engage teams to drive success.



Rod Willis FRSA

Rod is an APECS Executive Coach, primarily supporting organisations in Talent Selection and Development. He has spent >25 years in electronic manufacturing establishing high performing multi-cultural teams. His philosophy is one of continuous improvement guided by appreciative inquiry. Rod is trained in HC Analytics and a broad range of psychometric profiling tools.

Rod holds an MBA and MSc in Coaching and Behavioural Science. He is passionate about enhancing corporate cultures and society and ultimately helping people grow through change.



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