

# WORKSHOP AGENDA

**Date:**

**Location:**

## Creating Your Culture

- o Building a Team Environment That Thrives

### Objectives

- o Deepen understanding of team culture and its impact.
- o Identify key elements influencing team dynamics.
- o Develop actionable steps to align culture with shared values and goals.

### Materials

- o Big Rock Demonstration
  - Glass Jar
  - Rocks (small, medium, and large)
- o Vision Board
  - Boards, magazines, scissors, glue, push pins, etc.
- o Handouts: Agenda, Iceberg Infograph, Team Culture Survey, Energy Wheel, Ideas to Shift the Energy Template, Notes Template

### Outcome

- o By the end of the workshop, participants will understand their team's culture, identify key priorities, and explore strategies to align with shared values. They'll create a vision board as a roadmap for fostering positive, sustainable team dynamics.

### Welcome and Introduction (10 minutes)

- o Brief overview of the workshop objectives.
- o Icebreaker activity to engage participants.

### Iceberg Infograph (15 minutes)

#### *Understanding Visible and Hidden Culture*

- o Presentation and discussion of the iceberg model of culture.
  - Highlight visible aspects (e.g., policies, behaviors) and hidden aspects (e.g., values, beliefs).
- o Group reflection: What's visible vs. hidden in our team culture?

### Team Culture Survey (20 minutes)

#### *Assessing the Current Culture*

- o Distribute and complete the Team Culture Survey
- o Small group discussions to share insights.
- o Identify key patterns and trends.

### Big Rock Demonstration (20 minutes)

#### *Prioritizing What Matters*

- o Interactive demonstration of the "Big Rocks" metaphor to emphasize prioritizing key values and goals.
- o Group discussion: What are our team's "big rocks"?

### Energy Wheel (20 minutes)

#### *Recognizing Team Energy Levels*

- o Explanation of the Energy Wheel: high vs. low energy and its impact on culture.
- o Interactive exercise: Where do we feel our team energy currently sits?

### Ideas to Shift the Energy Template (20 minutes)

- o Brainstorm strategies to improve or sustain positive team energy.
- o Small groups develop actionable ideas and share them with the team.

### Vision Board Activity (30 minutes)

#### *Envisioning Our Ideal Culture*

- o Brainstorm strategies to improve or sustain positive team energy.
- o Small groups develop actionable ideas and share them with the team.

### Wrap-Up and Next Steps (10 minutes)

- o Recap key takeaways from each activity.
- o Commit to one action step to start implementing cultural shifts.
- o Thank you and closing remarks.

**Notes**