

Let's Dive In:

**What legacy is
your silence
creating?**



1

**Building Your Culture
With Intent.**

**WHEN YOU ARE
NOT IN
THE ROOM**



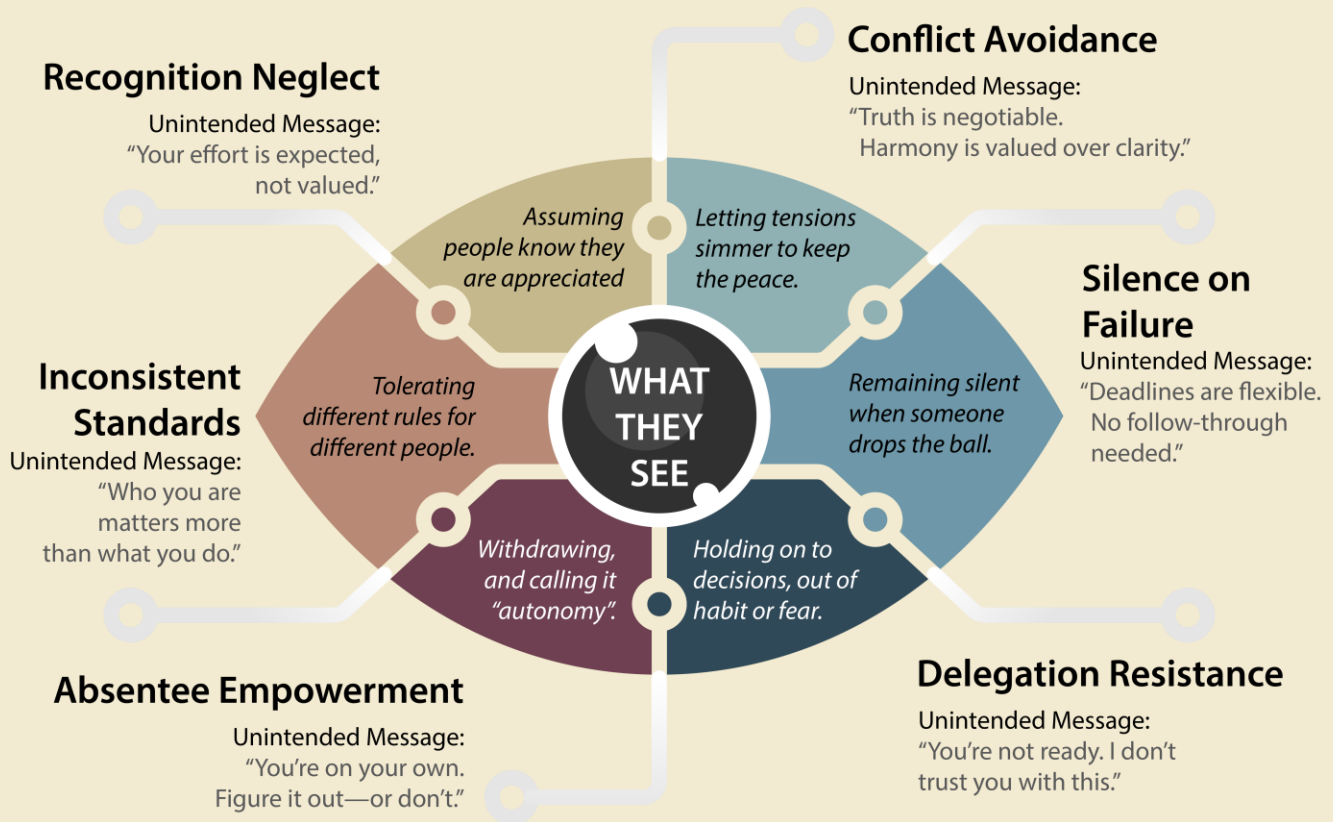
The
Hidden
Story
of What
You Are
Really
Building

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TELONEN

Culture By Inaction

Every action—or inaction—writes part of your culture.
Whether you mean to or not.



They're always learning from you. Even when you say nothing.

The Unseen Impact

Every Team Learns by Observation:

When you **say nothing**, they learn **what's acceptable**.
→ ***Speak the standard.***

When you **avoid conflict**, they learn **what to hide**.
→ ***Be constructively direct.***

When you **tolerate misalignment**, they learn **it doesn't matter**.
→ ***Address it early.***

When you **hold back praise**, they learn their **effort is invisible**.
→ ***Recognize what counts.***

Silence is Never Neutral

Have You taught your team things
you never meant to?



You Are Building Either Way

You're not just managing tasks.
You're **shaping** what people **believe**.
Every silence.
Every delay.
Every sidestep.

That's how culture is **built**—
by what you **do**, and by what you **don't**.

Lead like it matters. Because it does.

(Truth 1 of 7 - Stay tuned next week.)

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