

Culture & Values Education Workshop

EXPAND YOUR ABILITY TO SUCCESSFULLY WORK WITH THE VALUES
AND CULTURES AT WORK WITHIN YOUR ORGANISATION

VALUES
ATWORK

IN-HOUSE WORKSHOP SERIES

“An insightful, powerful workshop full of proven, practical tips & techniques for getting the most out of your organisations’ culture and values”

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What the two day workshop covers:

- Value v Values** The history of the conflict between value and values, and how to resolve it.
- Defining Values and Culture** What values are and what they are not. The three levels of culture that goes beyond just ‘the way we do things around here.’
- What Works?** To get the most out of any values initiative you need to know and apply the presuppositions for working effectively with values and culture.
- Trialectic Thinking** What is trialectic thinking? Why it is key for today’s leaders and for working effectively with values and culture? How to apply more trialectic thinking in your organisation.
- Corporate Anthropology** Understand the key models of Corporate Anthropology and learn how to use them to enhance engagement, increase performance and realise cultural development/change.
- Aligning Strategy and Culture** Understanding the three levels of culture and how Control Relational and Developmental values align with strategy mixes required for growth and market dominance.
- Culturally Aligned Decision Making** How to use culture and values to reduce restricting, oscillating behaviour patterns and increase expanding, advancing behaviour patterns.
- Values Based v Values Aligned Organisations** The six steps involved in aligning strategy and culture and becoming a recognised, Values Aligned Organisation.
- Measuring Values Initiatives and Cultural Change** The five levels of measurement for values initiatives and cultural change.

By participating in this workshop you can:

- ✓ **Save** your organisation time, money, energy and people by getting the values initiative/process in your organisation to work effectively.
- ✓ **Learn** how to position your organisation as a values leader in your industry.
- ✓ **Enhance** your existing employee and leadership development initiatives by placing them in a wider and deeper values context.
- ✓ **Avoid** common mistakes made by over 90% of organisations embarking on values initiatives.
- ✓ **Increase** employee engagement and retention through application of the personal values clarification and alignment methodology covered in the workshop.
- ✓ **Understand** how to evaluate and align your company culture to your business strategy.
- ✓ **Identify** appropriate levels of measurement for your values and cultural initiatives.

About your facilitators:

This programme is delivered by Dougal Thompson and Michael Henderson, Corporate Anthropologists and co-authors of the best selling business book *Leading through Values*, with over twelve years of practical experience working with leading organisations in New Zealand and Australia. Both Dougal and Michael are Accredited Master Values Trainers and developers of unique Cultural Values and Strategy Alignment Methodology. Their knowledge and experience of the influence of personal and organisational values makes them two of the most informed values practitioners in Australasia today. Michael and Dougal will provide you with practical techniques for applying proven, world class, values methodology.

Workshop FEE: NZ\$1,750 + GST per person

Dates: 11 & 12 December 2006, 30 & 31 January 2007

Venue: Waiheke Island, Auckland

Fee payable 14 days before the programme starts, and is transferable but not refundable. Fee covers course notes, workbook, your personal Top 9 values report, lunch, and morning and afternoon teas. Fee does not cover accommodation or ferry tickets.

Early Bird Enrolment

Only NZ\$1,500^{+GST}

Pay before 1st December &

SAVE \$250

To enrol, email Claire at admin@valuesatwork.org or phone +64 9 372 2045

Please Note: Spaces are limited to 12 participants to ensure ample opportunity for meaningful discussion and interaction.