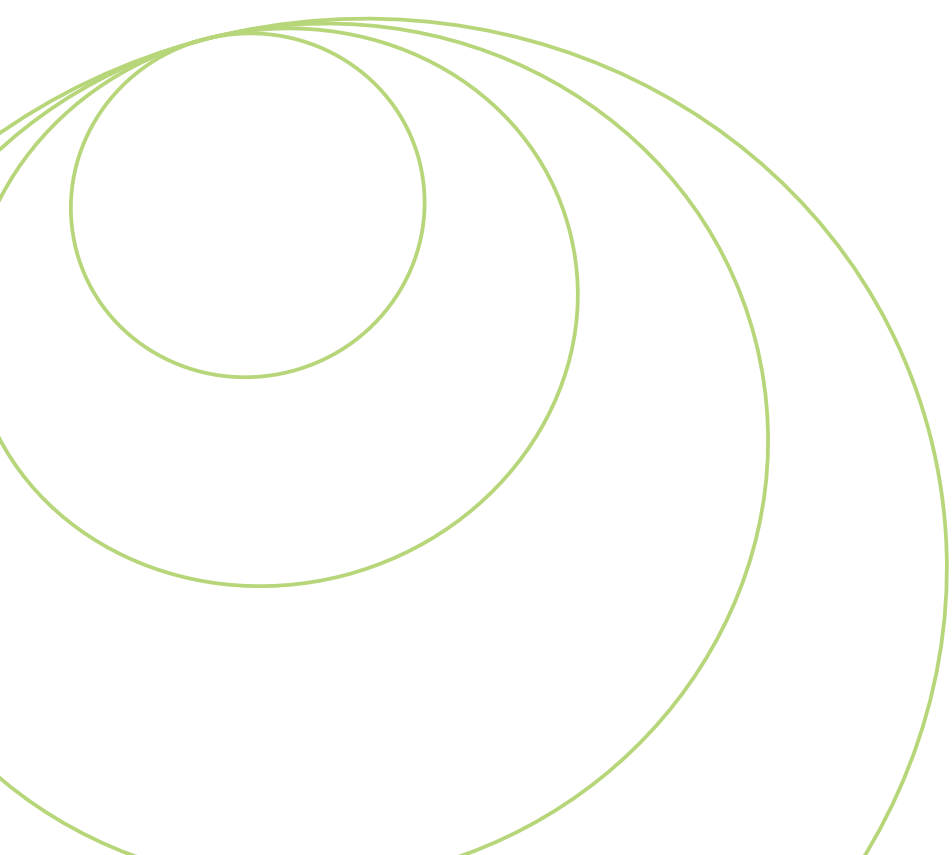




# An Introduction to Values AT Work



VALUES  
ATWORK

CORPORATE ANTHROPOLOGISTS



## This information provides an overview of

Who we are  
What we do  
Four top reasons for working with your values and culture  
Why we do it  
Who we work with  
How we work  
The Values AT Work Academy

*"To really understand culture, you need to identify the underlying values that are driving the cultural norms"*

–Michael Henderson



## Who we are

Values AT Work are Corporate Anthropologists



## What we do

We support organisations to identify, understand and work with their company culture in meaningful and measurable ways, adding value to the organisation and the people within it.

The key influencer of any culture is the values underpinning it. To identify these values we use the worlds only globally validated values inventory which is applicable for anyone regardless of race, religion, age or gender. The use of this inventory combined with a variety of practical and robust methodologies for working with values, enables organisations to work with and understand the values and culture in their workplaces.



## Four top reasons for working with your values and culture

1. Values are the DNA of culture. Recent research from London's school of economics has identified that a company's culture is eight times more influential on performance variance than a company's strategy or business plan. We have identified that over 90% of all organisations have a business plan or strategy. However less than 5% have a culture plan. This makes most organisations vulnerable to strategic sabotage from their own organisational culture!
2. When an individual is doing work that aligns with their personal values they are far more likely to achieve and sustain peak performance in that role. This alignment leads to increased engagement and a greater likelihood of retention.
3. Highly effective teams embody their high priority values. Developing effective group cohesiveness is dependant on the group understanding and mastering its highest priority shared values.
4. Every organisation whether it knows it or not operates with values. Organisations that operate at an optimum and sustainable level of performance work with values deliberately and passionately.



## Who we work with

We have twelve years of experience and expertise working with organisations in a variety of sectors and countries including government departments, youth development, religion, business, professional sport, military and education.



## How we work

Initially, we work with our clients in a simple and highly effective manner to understand and identify their primary reason for working with their organisation's culture and values.

We demonstrate to them, up front, the common pitfalls and mistakes organisations typically make when engaging in a cultural alignment or change project. We then introduce our client to tried and tested methodologies for avoiding these common mistakes and maximising the benefits from their efforts.

To achieve this we have created the Values AT Work Academy. The purpose of the academy is to (in the words of the old adage) teach our clients to fish for themselves. We support our clients to become independent practitioners of our methodologies so they can maintain alignment of the cultures and strategies within their own organisation.

*"Organisational learning, development, and planned change cannot be understood without considering culture as the primary source of resistance to change."*

—Edgar Schein,  
MIT Sloan



## Values AT Work Academy

This exciting initiative has been designed to enable organisations to have their own people accredited in the latest values and culture methodologies. The benefit of this approach is that you add value to your business while becoming independent of external consultants on culture. This will enable you to be confident in working with, and building your own company culture to ensure it is an asset to your organisation and not a liability. The academy is structured into four tiers of progressive learning.

**Tier 1 INTRODUCTION:** A two hour presentation introducing business people to the sound business reasons for working with values in your organisation.

**Tier 2 CULTURE AND VALUES EDUCATION:** A two day workshop for leaders and managers to develop an understanding of the three sciences (Anthropology, Epistemology and Axiology) that apply when evaluating a company culture and how to work with the key models.

**Tier 3 ACCREDITATIONS:** On completion of the Values Education workshop you can now diversify into specific accreditation streams to learn how to work with our unique values methodology in a manner that best suits your needs. These accreditations are designed to create values alignment in your organisation to support business strategy and enhance people's personal engagement with their roles. The accreditation streams are:

**3.1 C.R.D VALUES:** Enables individuals to identify their personal values and align them to their role, and enables the company to evaluate group cultures in terms of Control, Relational and Development priorities.

**3.2 THE VALUES MAP:** Suitable for leadership development and leadership and management team values evaluation.

**3.3 THE BRAIN PREFERENCE:** Ideal for stress management, recruitment and role alignment, team dynamics and task allocation.

**3.4 PERSONAL VALUES:** A simple and fun values workshop able to be offered by your organisation to staff, employees' families, clients, suppliers, local schools or community groups for PR and community projects.

**Tier 4 VALUES ALIGNED ORGANISATION (VAO):** Enables an accredited values practitioner to now guide their organisation towards becoming an authentic Values Aligned Organisation®, and have the organisation accredited with the official VAO Award. The award can be used for publicity purposes and will become increasingly important in attracting and retaining the current and next generation of talented employees. At this level you will also have invitations to attend advanced workshops by leading values experts and practitioners sharing the latest application and approaches for working with values.

## The Values AT Work Academy Model

