

## Culture – Installing a Culture of High Performance

Title of Course:	<i>Installing a Culture of High Performance</i>	Length of Course (# of Hrs/Days):	16 Hrs/ 2 days
Total Price of Course:		Minimum and Maximum Number of Participants:	12-24
Price Per Participant			

### Description

*Installing a Culture of High Performance* is in-depth view of how an organization's culture influences performance and of how one can shape behaviors and install a high performance culture. Course content includes a review of how to understand the DNA of the organization, an introduction to tool sets and methodologies for defining new elements of behavior, and an understanding of how to make changes within your organization to shape and influence behaviors. Most importantly, the course will discuss the leader's role in guiding and influencing this process.

Because of its modular nature this workshop can be shortened, lengthened, or spread out into 4-hour blocks based upon the agency's needs. Workshops can be delivered in standard form or can be customized to specific client needs and cultures.

### Who should take this course?

- Federal, Tribal, Government or Civilian Agency leaders and employees who will be involved in a change effort, transformation, or implementing strategic initiatives.

### What participants will gain:

This workshop will provide the skills, knowledge, and expertise necessary to help install a culture of high performance. Templates and tools will be provided that will enable participants to return to their organizations confident and eager to fulfill their role in leading change, engaging in transformation, or implementing strategic initiatives. This workshop is noted for its high impact nature in terms of knowledge retention and skill application due to it being founded upon a proven, three-phase approach to learning:

Phase 1: Workshop preparation (pre-work)

Phase 2: Workshop event (training event)

Phase 3: Workshop application (post workshop application assignments)

### Course Content

#### Understanding Your Organizations DNA

- Defining Culture in terms of the artifacts, stories and behaviors
- Origin and development of Culture

#### Identifying the Desired Organizational Culture

- Understanding organizational behavior
- Understanding the underlying implicit operating principles or values
- Understanding the appropriate use of employee and vision assessments
- Shaping a Culture of Performance
- Creating a common language
- Understanding and influencing group boundaries
- Understanding and influencing decision making and responsibilities
- Understanding and influencing rewards and recognition

#### The Leaders Role in Shaping a Culture of Performance

- Identify strategic goals.
- Identify current state of business against strategic goals.
- Collect data: build models to identify desired (future state) performance.
- Assess current state of performance against future state.
- Analyze enablers of and barriers to performance.
- Determine learning needs.
- Implement performance improvement interventions.
- Evaluate actions and make plans for renewal.