

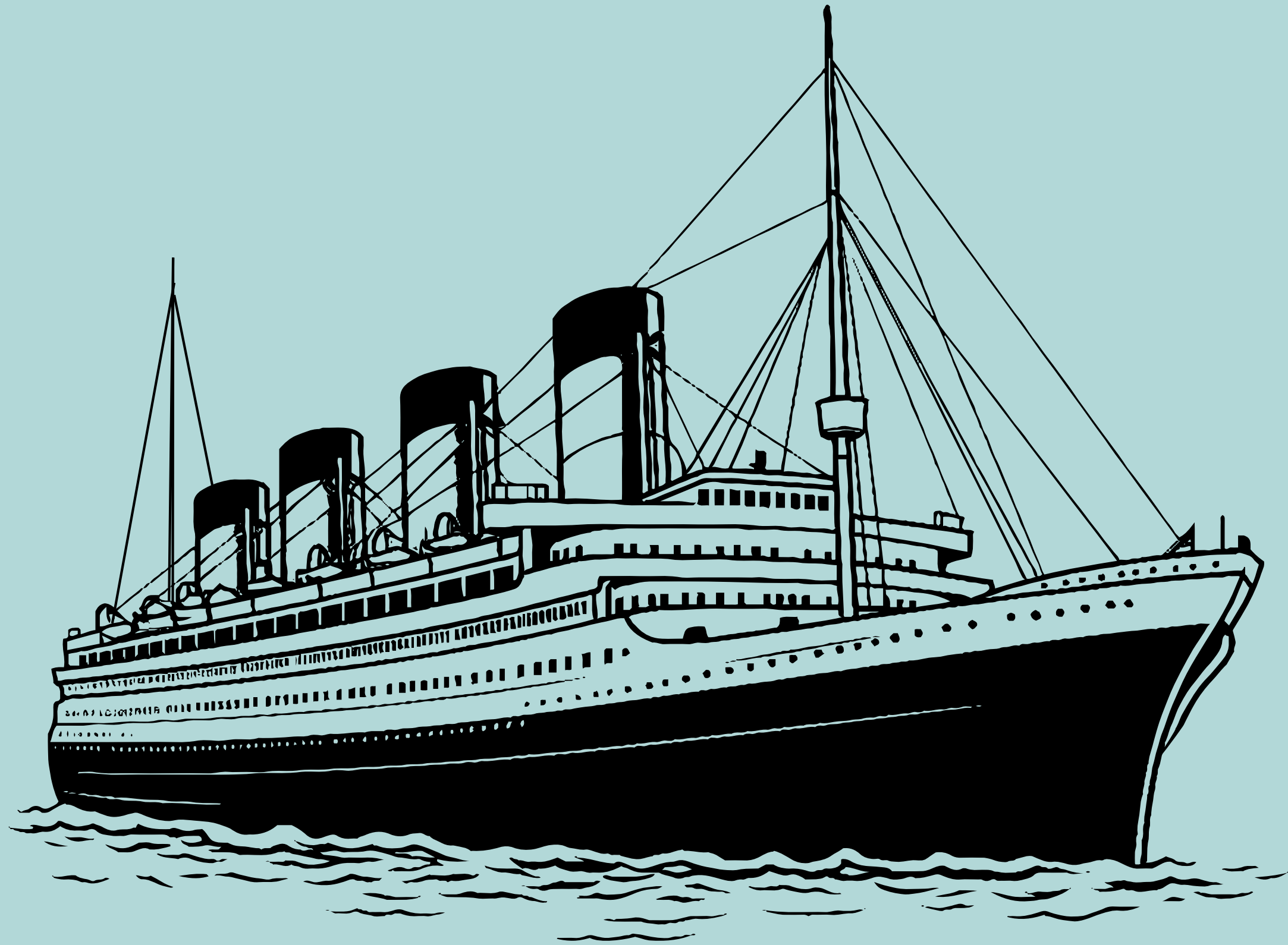
HELLO!

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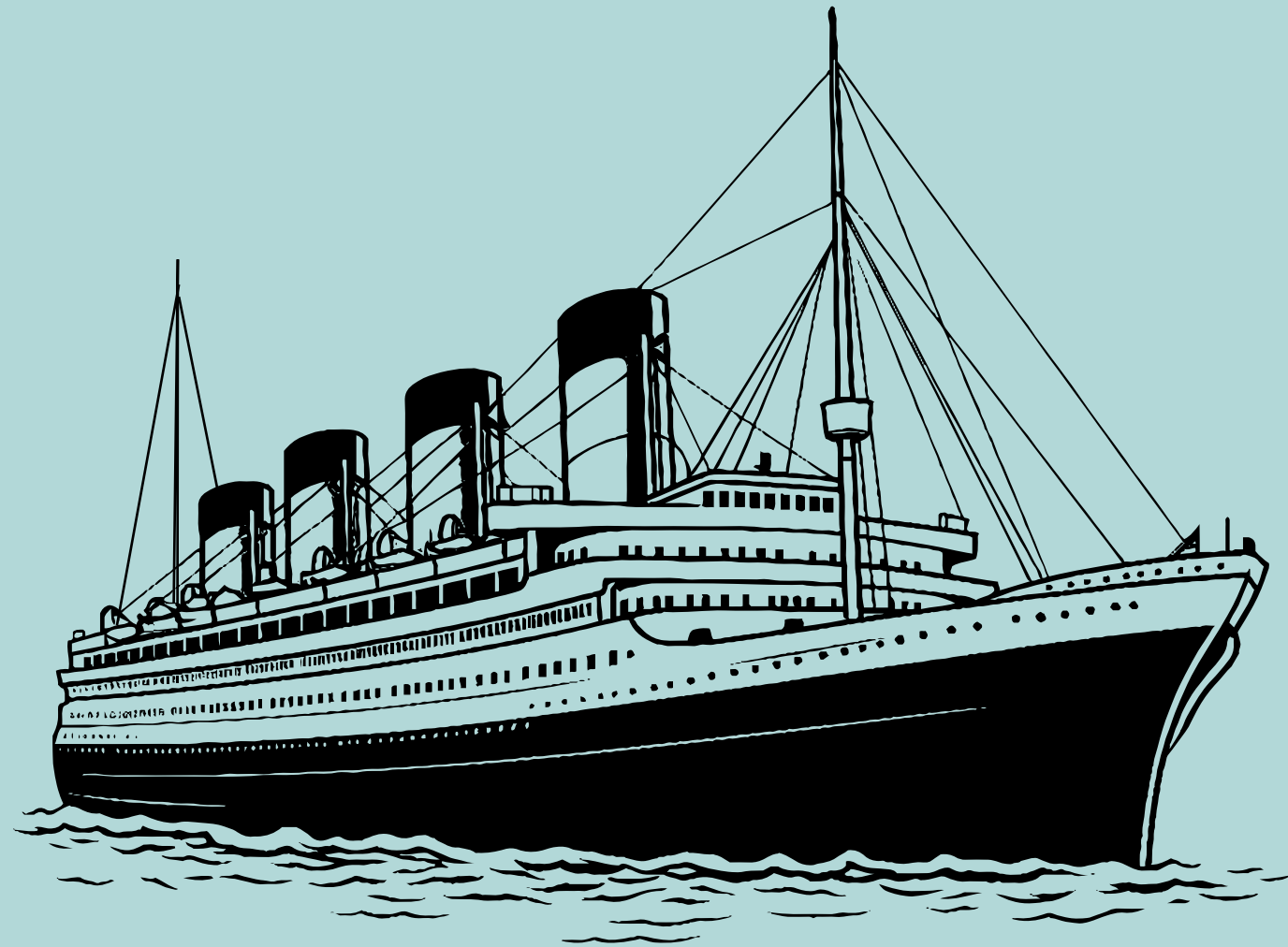


Culture Is Like The Titanic

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BUILT TO LAST

It took 3 years to build, the captain himself said, 'I cannot conceive of any vital disaster happening to this vessel...'

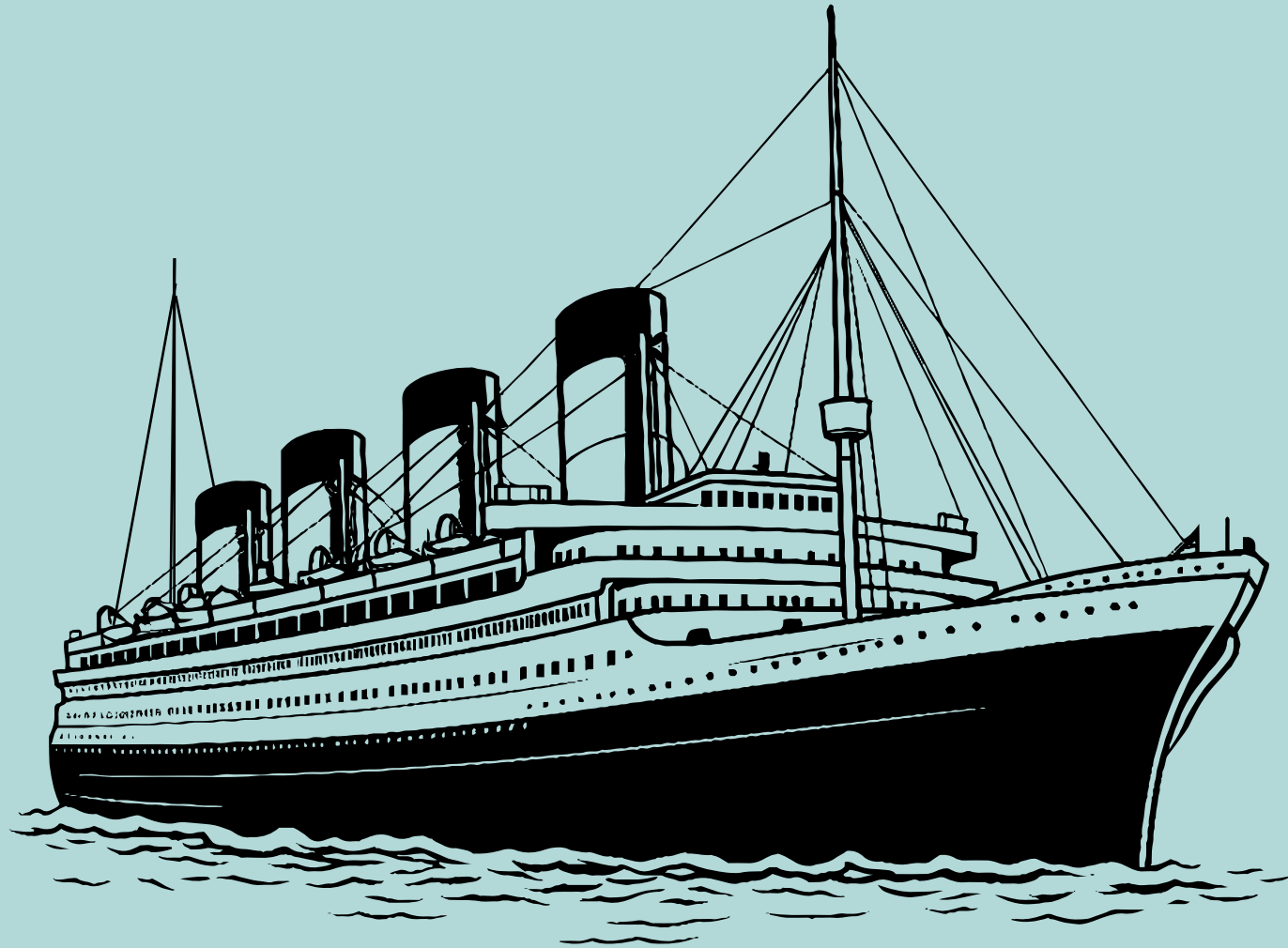
Culture, is a values based representation of who we desire to be as an organisation and how we desire to treat each other.

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TAKES A LOT OF ENERGY TO GET GOING



The titanic had:

- Three engines each weighing 1,000 tonnes, 7m in diameter and each one controlling a single propellor.
- 59,000 horsepower.
- The engines were driven by steam boilers, and it took them 12hrs of burning just to get enough pressure to move the boat.

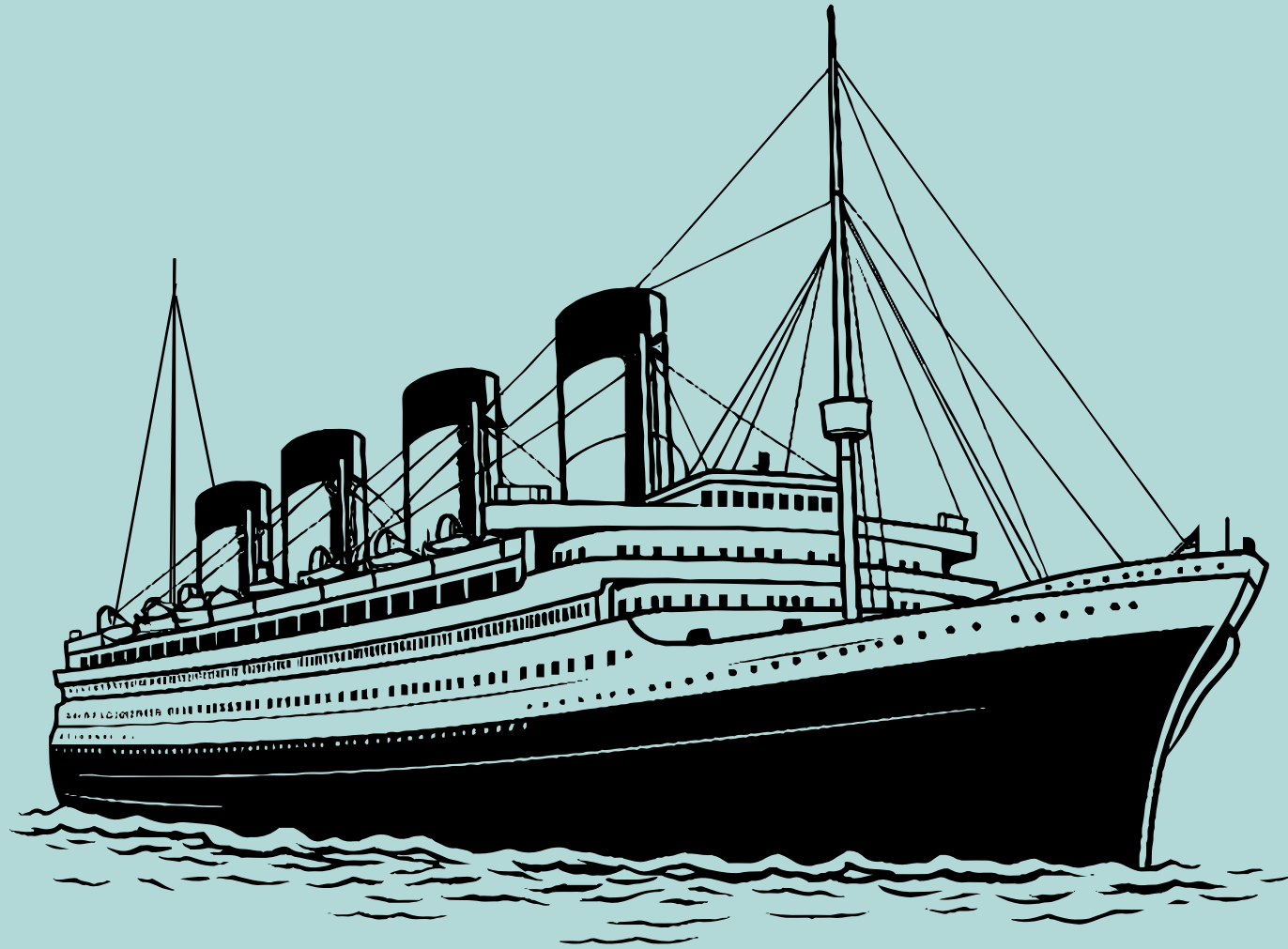
It is much the same with Culture.

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ALMOST IMPOSSIBLE TO STOP



- It would have taken the Titanic 1km to come to a complete stop
- Between 17-20 minutes to shut down all the engines.

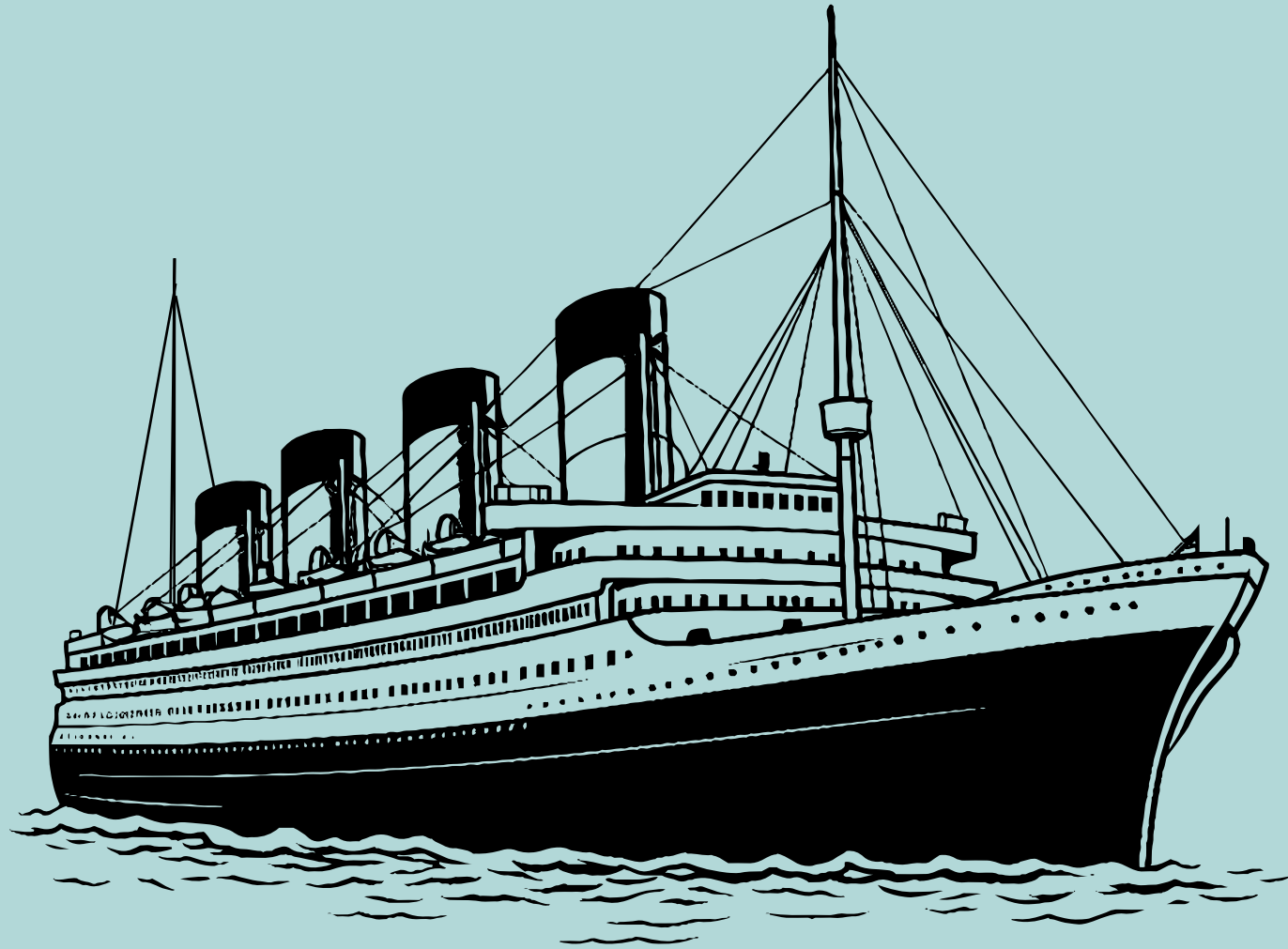
One of the reasons defining Culture is so important is that culture will always exist in a workplace and you can either shape it intentionally or leave it to form organically.

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CAN SINK UNEXPECTEDLY



- 4 days into the voyage when the collision occurred
- Received 6 warnings before the collision
- 640km from land when the iceberg struck
- 2hrs40mins to sink from when it hit the iceberg

Your response under pressure matters greatly because if you don't handle it correctly culture can "sink" unexpectedly.

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$$E + M (R) = O$$

Event + Meaning (Associated Response) = Outcome

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Examples



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Application Questions

Q 1: How would you define the culture at your workplace currently?

Q 2: How would your employees define the culture?

Q 3: Is there a common understanding of culture?

Q 4: Can you think of an example of $E+M(R) = O$ (Discuss with the person next to you)

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Five Must Know Principles of Culture

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**If you don't define culture,
it will define itself.**

In the absence of a clearly defined culture
anything goes.

Culture follows Culture.

TWO

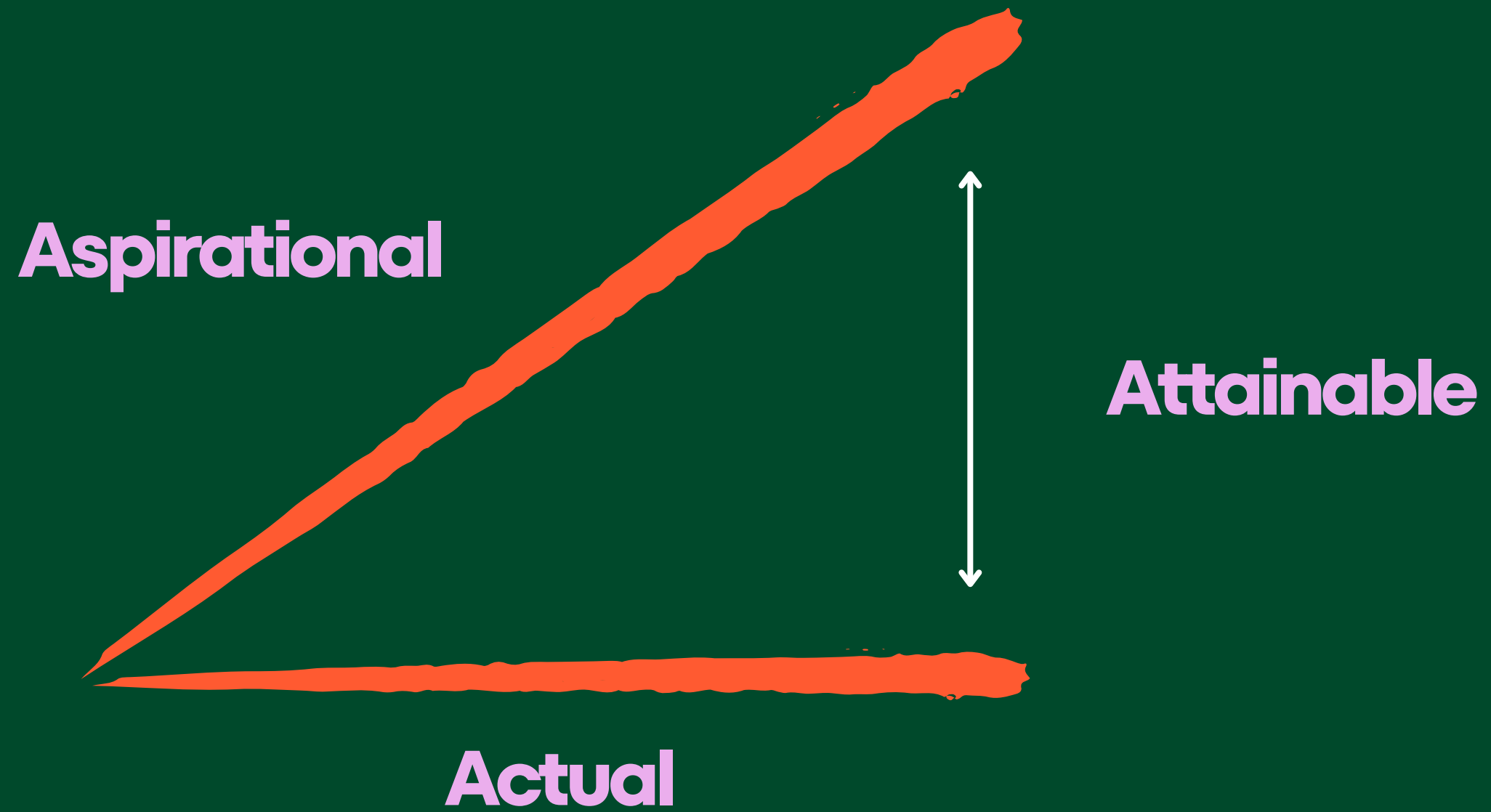
Is this a personality issue or
a cultural one?

**Culture is rarely an issue of
good vs bad.**

**It's a matter of
right fit/wrong fit.**

**Culture will always appear
toxic to those on the
outside of it**

Culture is shaped by the past but must be defined by the future.



**Culture will always be
judged on what's missing
and rarely celebrated for
how far its come**

“Culture is always under pressure, but must always remain in focus. If you don't live it you can't lead it. It is a lifelong pursuit and done well, one of the most compelling, life altering and rewarding parts of leadership.”

Application Questions

Q 1: What are the behavioural values of your organisation? (2 or 3)

Q 2: If you had to craft these into a simple statement, what would it be?

Defining Culture

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"As a leader one of the fastest ways to change organisational culture is to praise the positive and shave the negative."

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3 Keys

1. Safety
2. Belonging
3. Being Noticed

3 Killers

1. Misplaced Humour
2. Joy Killers
3. Micro Do-ers

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Culture Example

We are a team, who are consistent in our character and we genuinely desire the success of others. We do this by valuing our people and our purpose.

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Application Questions

Q 1: Thinking through your organisation - do you default to praising the positive, or shaming the negative? What are some ways you could incorporate the one you lack?

Q 2: Thinking through the 3 Keys - can you identify ways your organisation incorporates these elements, or think of ways you could improve in each area?

Q 3: Thinking through the 3 Killers - can you think of examples of where these elements have been present? How could you address these behaviours in your workplace?

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Questions?

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LET'S STAY IN TOUCH

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THE EASY WAY TO GIVE

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OTHER LESSONS & PRINCIPLES

Organisational Diversity:

The ability to share a variety of viewpoints without fear of retribution or retaliation.

Hierarchy of Values:

It's rarely a absence of values but more often a differing hierarchy of values.

SBI

Situation, Behaviour, Impact

Want help training and embedding these in your team? We work with teams, boards and executive leaders to help you level up your leadership game. Send me an email (mike@charitabl.org) or give me a call (0425102684).

THANK YOU!

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