

AMPLIFY CULTURE! BUILD A POSITIVE TEAM CLIMATE

AMPLIFY YOUR VALUES

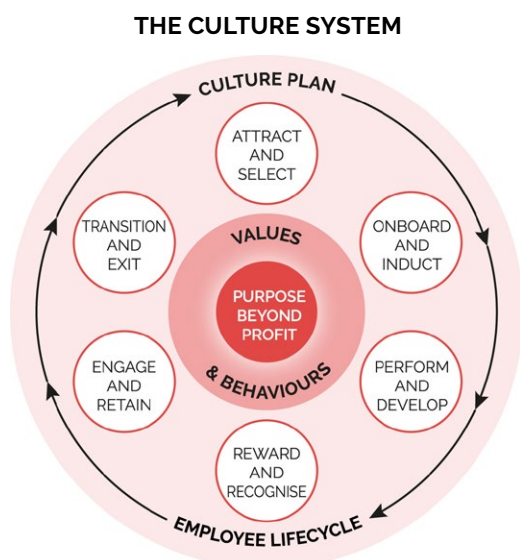
DO YOUR PEOPLE LEADERS...

- Build psychologically safe team environments where honesty, transparency and trust are key features?
- Know what culture is and how they impact it through day-to-day behaviours?
- Role model the organisational values in how they interact?
- Actively use engagement survey results and engage teams culture planning discussions?
- Adopt a strategic approach to building or sustaining engagement in their teams?

CULTURE MATTERS. You may have the world's greatest product and go-to-market strategy, but if you do not have a culture that emphasises constructive behaviour and healthy group dynamics, you will not have engaged employees and your business will never be enabled to achieve sustained high performance.

IF YOUR CULTURE IS	YOUR PEOPLE WILL BE	% PEOPLE ENGAGED VS DISENGAGED
ADAPTIVE	INNOVATIVE	90:10
INCLUSIVE	COLLABORATIVE	75:25
SILOED	CONFORMING	50:50
DEFENSIVE	AVOIDANT	25:75
TOXIC	HOSTILE	10:90

AMPLIFY WORKSHOP



The **AMPLIFY** workshop is designed to educate teams about what culture is; how they contribute to it; and how they are each empowered to lead a safe, supportive, and inclusive environment for everyone.

In this workshop, Stephanie facilitates a process for teams to adopt her Culture System to enhance the employee experience (EX) and lift engagement.

THE CULTURE SYSTEM involves the creation and communication of your:

- **Purpose beyond profit** – how you add value to your key stakeholders
- **Values and behaviours** – how you behave in the pursuit of your purpose or company mission
- **A Culture Plan** that clearly communicates how you live your values at each stage of the employee lifecycle.

PROGRAM OUTCOMES:

Participants are taken on a journey of a 1-day workshop answering these four key questions:

- **What is our Ideal Culture?**
- **What is our Actual Culture?**
- **How do we normalise a culture of feedback?**
- **What is our culture plan?**

The workshop enables teams to:

- Re-align their culture and behaviours towards the values and ethics upon which the company is founded.
- Help each member of the team take personal accountability for driving a high-performance culture
- Identify culture initiatives to lift engagement, trust and transparency in the team and organisation.

PROGRAM INCLUSIONS:

- Pre-session consultation to review existing engagement or culture diagnostic data and understand the key areas to address
- 1 x full day facilitated workshop for groups of unlimited size
- A copy of Stephanie's book *Purpose, Passion & Performance* for each participant
- Live simulation activity utilising Human Synergetics Group-Styles Inventory (GSI) diagnostic
- Post session consultation with key client contact to share observations and recommendations.

INVESTMENT:

- **\$15,000+GST, plus a \$70 per participant resources fee.**
Plus return travel expenses from Byron Bay, NSW.



STEPHANIE BOWN is the acclaimed author of *Purpose, Passion & Performance: how systems for leadership, culture and strategy drive the 3Ps of high performing organisations* and has partnered some of Australia's most successful business leaders, founders and entrepreneurs both in Australia and internationally.

Stephanie works with leadership teams to embed high performance habits that transform cultures and deliver sustainable growth. She is a YPO accredited facilitator, Graduate of the Australian Institute of Company Directors, and Master of Organisation Dynamics. Stephanie is passionate about the collective capacity of small groups to of people to come together to change the world.

WHAT CLIENTS SAY ABOUT STEPHANIE...

“We spent a full day with Stephanie Bown digging down into our needs and values and found the whole process to be educational, insightful, and a bit confronting. Stephanie facilitated the day in both a strategic and empathetic way to allow us to gain psychological air to get to a granular level and then implement an action plan to move forward. A great process and a credit to her skills and knowledge!”

KEN FOWLER, Chapter Chair, Young Presidents Organisation (YPO)



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