

HEALTHY WORKPLACE CULTURE PROGRAM OPTIONS

WORLDVIEW INTELLIGENCE IS THE
FOUNDATION



WORLDVIEWPROGRAMS.COM

Program 2

INSIGHT TO ACTION: BUILDING A CULTURE THAT WORKS

Teams ready for applied learning
and incremental change

Program Strengths

- Structured peer learning over time
- Time for action between sessions for real-world application
- Covers root causes, not just symptoms
- Incorporates metrics throughout
- Six 3.5 hour sessions, bi-weekly online
- It's a mid-range, online lab with accountability

Unique Features

- Combines education + experimentation
- Online collaborative, co-creative lab-style with coaching support
- Builds early-stage strategy



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PROGRAM DESCRIPTION

Workplace culture doesn't shift with a single workshop or a slide deck – it shifts when people see themselves as active participants in shaping how work gets done and how people relate to one another. This 6-part online series provides a structured space for real-time learning, honest reflection, and applied experimentation. Instead of asking you to passively absorb information, we guide you in identifying what is and is not working in your team or organization and in establishing your vision for what a Healthy Culture will mean in your team or organization.

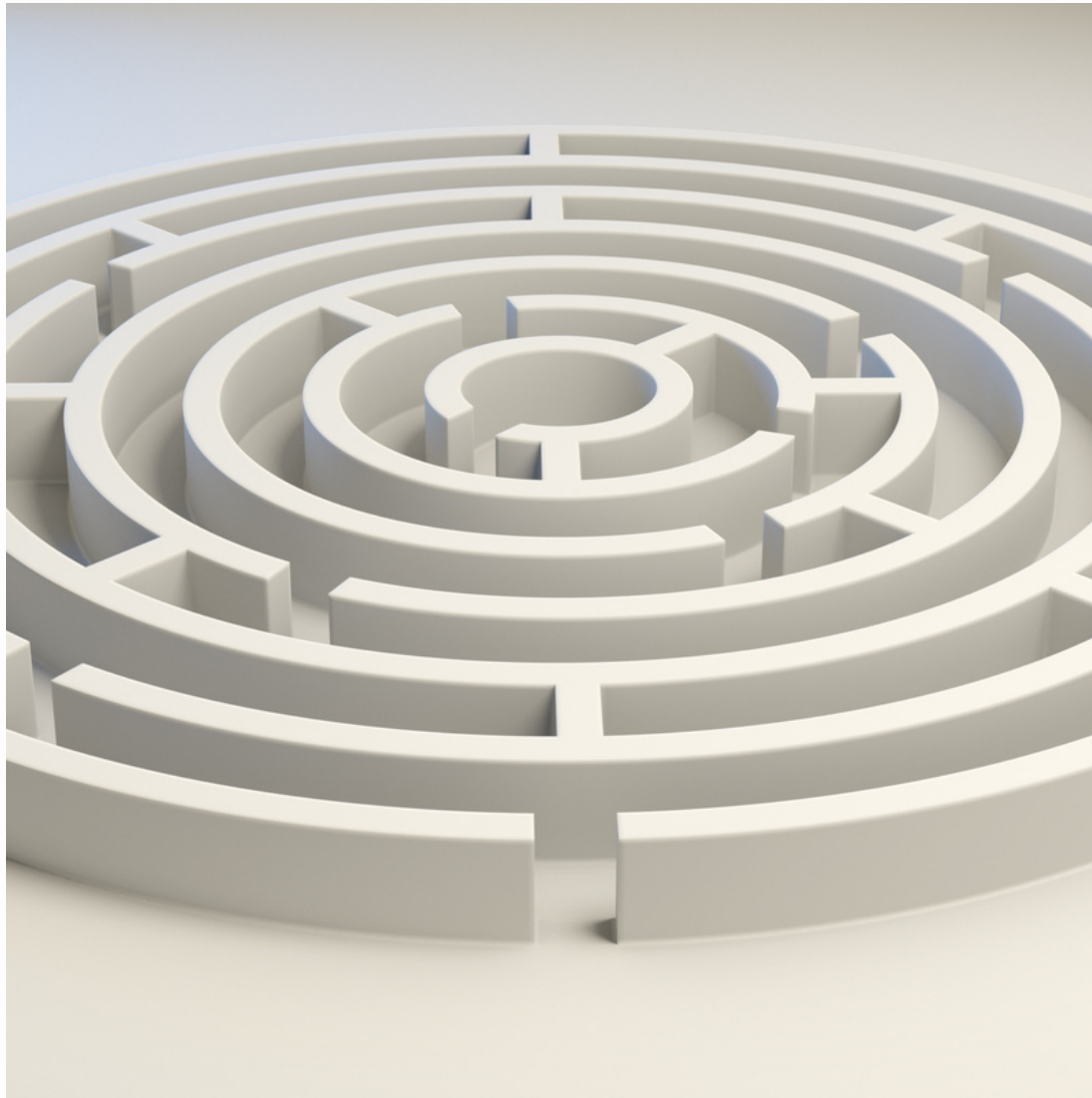
This six-session online series is designed to spark meaningful shifts in how your team works, communicates, and collaborates. Grounded in Worldview Intelligence, the Six Dimensions Framework and the 5 Core Components of a Healthy Workplace Culture, each bi-weekly 3.5-hour virtual session builds momentum toward real-time application - not just theoretical learning.

Participants gain insight into the root causes of workplace culture breakdowns and explore practices that increase psychological safety, transparency, and engagement. With time between sessions for recommended activities, experimentation and reflection, this series offers a guided, step-by-step path toward designing a healthier, more resilient workplace – one that actually feels good to work in.

This series is accessible, energizing, and designed to meet you where you are - while working with you and your peers in the course to establish the foundation for a Healthier Workplace, one intentional step at a time. This series is not just about talking culture – it's about owning it, practicing it, and moving it forward.



THIS PROGRAM IS FOR YOU IF....



You have not yet had success **moving from ideas to practice**. This series connects concepts with **concrete actions** and provides time to implement actions between sessions.

Your team isn't dysfunctional, but members are **not fully engaged** either. The sessions help uncover **underlying issues** and **co-create healthier ways of working together**.

You've talked about Team or Workplace Culture, but haven't made noticeable progress. This format is action-oriented, designed to **generate movement beyond the conversation**.

You're seeing the **symptoms of Team or Workplace Culture breakdown – poor communication, disengagement, tension** – but don't know what's causing them. The series explores **root causes** of Team and Workplace Culture challenges drawing upon **worldviews** and **behavioral and brain science** to provide insights into what's happening and inform future oriented strategies.

You don't have time or budget for a big program. It's a **high-value, lower-lift experience** that delivers **insight, peer learning**, and **early-stage strategy work**.

THIS 6-PART ONLINE SERIES PROVIDES

This series provides a learning experience that moves participants from awareness to active Workplace Culture design. It offers a powerful blend of insight, conversation, and practical tools – creating space to reflect on what’s working, identify what’s not, and take meaningful steps toward healthier ways of working together.

Over the course of the series, participants will:

- Build a shared understanding of what a Healthy Workplace Culture looks like – and why it needs to be a strategic priority, not a “nice to have”.
- Develop shared language and frameworks for engaging in productive conversations around worldviews, workplace behaviors, communication, conflict, and trust.
- Explore root causes of tension, disconnection, or disengagement in the Team or Workplace – and gain tools to address them constructively.
- Practice applying tools and strategies in real time between sessions, with support for reflection and iteration.
- Connect individual and team behavior to broader organizational values, systems, and goals.
- Learn how to measure and assess Team and Workplace Culture health, with metrics woven throughout each Core Component.

Leaders and teams are guided from surface-level Workplace Culture conversations to real, measurable change. With time between sessions to reflect and apply what’s learned, participants move from understanding the causes of Workplace Culture breakdowns to designing and practicing solutions that work in their real contexts.



OUTCOMES

You will gain:

- A **clear understanding** of **what drives a Healthy Workplace Culture** and how your behaviors and systems contribute.
- An understanding of **worldviews, Worldview Intelligence** and **the Six Dimensions Framework** and how they provide a **foundation** for a Healthy Workplace Culture.
- **Practical tools and strategies** to **address core issues** such as **leadership, trust, psychological safety, belonging, miscommunication**, and **disengagement**.
- A **working draft** of a Healthy Workplace Culture strategy tailored to your team or organizational context.
- **Increased confidence** in leading or influencing conversations and actions for a Healthy Workplace Culture.
- A set of **realistic, meaningful next steps** already in motion by the close of the series.



THIS COURSE INCLUDES

- Planning and preparation.
- Workbook and other resources.
- Facilitation of each session.
- Time between each session to ensure implementation of action items and accountability.
- An online forum for exchanging ideas and asking questions.
- Coaching support in between sessions that include review of any strategies or action plans created.
- Invitation to participate in a Worldview Intelligence Healthy Workplace Culture Community of Practice.



PROGRAM FOUNDATION

Purpose

Learning tailored to the unique starting point of your Team.

Focus

Build an understanding of Healthy Workplace Culture, the 5 Components and provide practical actions.

Pre-Work

Completion of a Team Assessment at least 2 weeks in advance of the program.

Assessment Analysis

Ensures learning components align with the Team Assessment results.

Peer Learning and Real Time Application

Space for experimentation, accountability, and shared insight across sessions to ensure learning sticks and strategies evolve.



COURSE OUTLINE

Session 1: Setting the Stage / Establish Foundational Knowledge

The characteristics of a Healthy Workplace Culture are outlined and why building one is a strategic choice and investment for a company. The 5 Components of a Healthy Workplace Culture are reviewed and discussed in the context of Assessment results and your specific team or workplace. The Worldview Intelligence High-Performance Teams Model is introduced and its applicability to a Healthy Workplace Culture is explored. The structure of the course and expectations are outlined. Individual and team goals are established.

Session 2: Worldview and Team Leadership

Worldviews, Worldview Intelligence and the Six Dimensions Framework are described as well as how they create the foundation for healthy teams and Workplace Cultures. Practices, frameworks, systems and key metrics are shared and initial steps you can put in place are identified. Individual and team worldviews are explored. Preparatory work is done to identify the team or organization current reality and desired future Workplace Culture so strategies can be identified regarding gaps and preparation for worldview alignment can take place.



Session 3: Psychological Safety and Belonging

Psychological safety and belonging are key indicators that a team and Workplace Culture is healthy. It means that people feel free to speak up without fear of being punished or ostracized. These contributions lead to better decisions and more innovation and creativity. This session will draw on neuroscience and behavioral science to identify strategies, practices and behaviors that create psychologically safe environments. Participants will identify specific strategies they intend to act on in between sessions.

COURSE OUTLINE

Session 4: Communication and Transparency

Communication is a tricky thing. You think you are communicating clearly and yet other people hear something completely different. “No news” is not always “no news” as people fill in the gaps with patterns or information that are familiar to them. This session offers communication strategies and makes the case for transparency.

Session 5: Employee and Stakeholder Engagement

Employee engagement is not a check the box activity. In this session we share planning models, engagement strategies and practices as well as how organizational change - including culture change - impacts employees. Participants will begin to design for an engagement process and identify a long-term engagement strategy.

***Participants are supported** throughout the program by two of our consultants who provide new learning, reflection questions, create the space for co-creation, recommend action steps and provide support between sessions.



Session 6: Integration, Review and a 90 Day Plan

The last session is an accountability check-in. How is it going? What’s worked well? What hasn’t? How does this inform the ongoing evolution of your Healthy Workplace Initiative and Strategy? It is also time to create a 90 Day Plan.

****Note:** The fifth component of a Healthy Workplace Culture is Metrics and Assessments, and this is woven into each session.

PROGRAM DELIVERY

Six on-line sessions - every other week - combining content delivery, reflection time, small group conversations and planning sessions.



Interactive, engaging, on-line with participation in each session mandatory.

Time between session to take action on identified goals.

PROGRAM FEES



6 online facilitated sessions **Coaching support between sessions**

– 2 consultants
\$ 26,000 US

With 20 people this is \$1,300/person
With 30 people this is \$867/person

DOWNLOADABLE PDF WITH PROGRAM OVERVIEW



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**Download the PDF for Program 2 - Insight to
Action: Building a Culture that Works**

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WorldviewIntelligence.com

WorldviewPrograms.com

Youtube: <https://www.youtube.com/@HealthyWorkplaceCulture-i8c>

