

HEALTHY WORKPLACE CULTURE PROGRAM OPTIONS

WORLDVIEW INTELLIGENCE IS THE
FOUNDATION



WORLDVIEWPROGRAMS.COM

Program 3

ALIGNMENT LAB: ESTABLISHING THE FOUNDATIONS

Leadership teams needing
alignment and strategy

Program Strengths

- Begins with a comprehensive team pre-assessment
- Deep dive into assessment results
- Builds shared leadership language
- Creates a 90 day action plan
- Intensive strategy + capacity building
- 2-day in-person retreat (with dinner the evening before) - unique leadership alignment

Unique Features

- Leadership specific focus on alignment of people and strategy
- High-impact offsite format
- Data-informed strategy creation

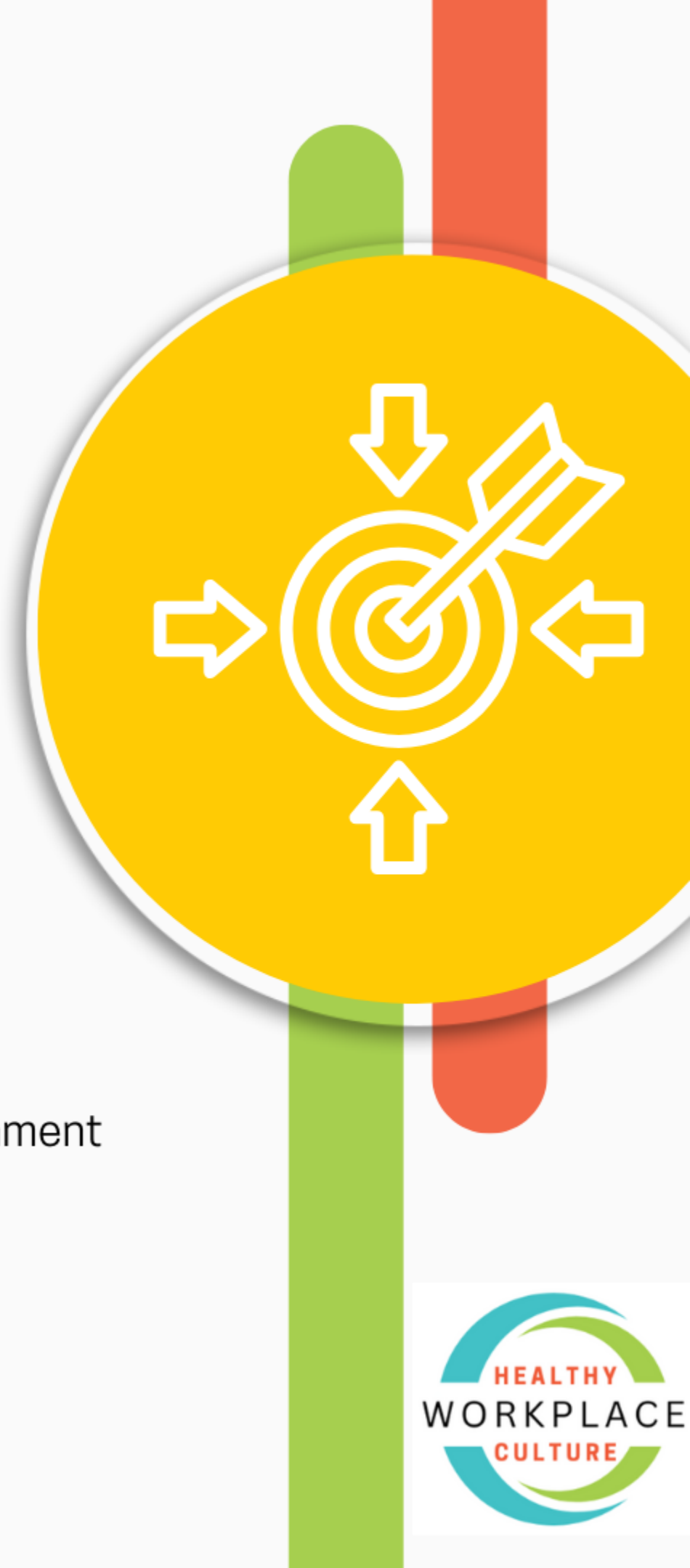


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PROGRAM DESCRIPTION



This high-impact team retreat is a focused strategy and alignment experience that builds leadership capacity to steward team and Workplace Culture intentionally – paving the way for longer-term, systemic Workplace Culture change.

It provides diagnostic and design knowledge to unify your leadership team around a shared understanding of Workplace Culture and to generate early wins through measurable, short-term actions.

It includes an optional discussion on where the use of AI meets Workplace Culture and what needs to be in place to build engagement and commitment rather than apathy, resistance or resentment.

THIS HIGH-IMPACT LEADERSHIP RETREAT IS FOR IF YOU HAVE....

Leadership Misalignment: demonstrated when teams lack a shared understanding of what Workplace Culture means; there are **mixed signals from leadership** that confuse or **stall organizational momentum**; or strategic initiatives and values are not translating into daily behavior.

Workplace Culture Drift or Plateau: where existing Workplace Culture efforts have stalled or are perceived as surface-level; there is **no clear roadmap** from awareness to sustained change; or teams are unsure how to assess whether Team or Workplace Culture is healthy or improving.

Reactive vs. Intentional Leadership: leaders are stuck responding to conflict or dysfunction instead of proactively shaping Workplace Culture; or leaders don't feel equipped with the right frameworks or language to talk about Workplace Culture beyond the surface-level on topics like engagement or communication.

Change Fatigue: resulting in employees being tired of Workplace Culture or other “campaigns” that don't stick; and there is skepticism about whether real change is possible or supported.

Lack of Data-Informed Strategy: resulting in Team or Workplace Culture being talked about in vague terms rather than based on assessment, reflection, or concrete action plans and no system exists to track what's improving and what's still broken.

Internal or External **Negative Perceptions** About the Team or Organization: caused by challenged relationships, low trust, rumours or inefficient work processes.



THIS PROGRAM PROVIDES

This high-impact, 2-day Team or Leadership Off-Site Retreat experience is designed for those ready to move beyond surface-level Workplace Culture conversations and into intentional strategy and action development. It equips participants with the insight, language, and tools needed to lead Workplace Culture change with clarity, confidence, and purpose.

Through facilitated reflection, group dialogue, and practical frameworks, participants will:

- Unpack the results of a Workplace Culture Assessment to better understand where their organization stands and what is most urgent to address.
- Explore the 5 Core Components of a Healthy Workplace Culture and identify gaps, strengths, and opportunities for alignment.
- Develop shared language and leadership alignment to reduce confusion and inconsistency across teams or departments.
- Deepen understanding of worldviews and workplace behavior, using Worldview Intelligence and the Six Dimensions Framework to navigate resistance, tension, and Workplace Culture blind spots.
- Map out a realistic 90-day Workplace Culture Action Plan focused on tangible, measurable next steps.
- Learn how to track and measure progress – linking leadership behavior to cultural health.



OUTCOMES

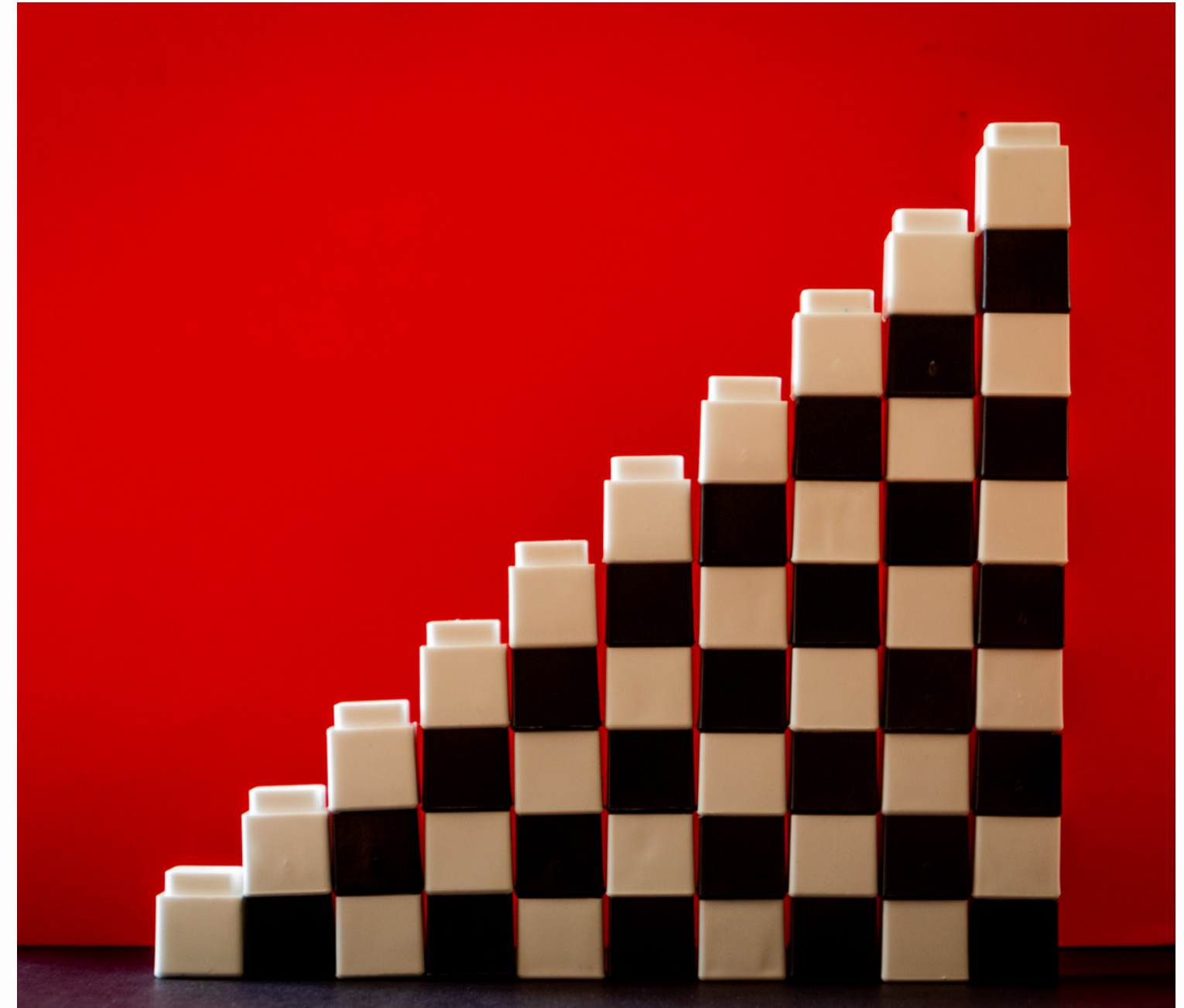
You will gain:

- **Clarity** and **alignment** around **leading Workplace Culture** with a **shared definition** and understanding of Workplace Culture, **worldviews, Worldview Intelligence** and the 5 components of a Healthy Workplace Culture.
- Insight on how to translate Workplace Culture assessment results into **actionable focus areas**.
- A **strategy** that identifies **short-term wins** and **longer-term priorities** through a **90-day action planning process**.
- **Increased leadership and organizational capacity** by equipping participants with **practical tools, frameworks, planning models, language**, and **practices** to drive Workplace Culture shifts with confidence.
- **Momentum** built by transforming insight into aligned commitment and measurable next steps.
- **Messaging** to be able to explain, internally and externally, the benefits of the Healthy Workplace Culture initiative.



THIS COURSE INCLUDES

- Planning and preparation with the client or team lead.
- Team assessment, insights & recommendations report.
- Workbook and other resources.
- An evening dinner the day before the retreat begins
- Active facilitation of and guidance over the two days.
- 90-day Culture Action Plan templates.
- Tools for measuring progress and sustaining conversations.
- Increased leadership clarity and a strategy for alignment across the organization.
- An invitation to participate in the Worldview Intelligence Healthy Workplace Culture Community of Practice.



PROGRAM FOUNDATION

Purpose

Learning and action planning tailored to the unique starting point of your organization.

Pre-Work

Completion of a Team Assessment at least 2 weeks in advance of the program (organization-wide or team or department-level).

Self- Guided Assessment

Team members to complete a self-guided worldview exploration to understand their own worldviews.

Focus

Build practical leadership skills applying the 5 Core Components of a Healthy Workplace Culture and the Worldview Intelligence Six Dimensions Framework to your team, department or organization.

Interviews

Organization leaders or team members interviewed to identify existing or emerging areas of concern around interpersonal dynamics, conflicts or the implementation of new technologies or other change initiatives.

Pre-Report

Outline the assessment result and key themes from the interviews with recommended areas of focus.



COURSE OUTLINE

Welcome Dinner & Setting the Stage

Convening begins on the eve of the 2-day retreat: to gather, greet each other, engage in informal and intentional conversation, set intentions and fully arrive in the space prior to the 2-day agenda. This creates the opportunity to roll up your sleeves and dive right in after breakfast.

Day 1: Understanding Reality & Laying the Groundwork

Welcome, Intentions & Framing of the 2-Day Retreat

Worldviews, Worldview Intelligence & Workplace Behavior

Assessment Results Deep Dive - Identify priority focus areas from assessment data and interviews

Introduction to the 5 Core Components of a Healthy Workplace Culture linking assessment results to the components:

- Worldview and Team Leadership
- Psychological Safety & Belonging
- Communication and Transparency
- Employee and Stakeholder Engagement
- Metrics and Assessments



Worldview Gap Analysis: Current vs. Desired Organizational Workplace Culture Worldview

Key insights and shared questions

Preview of Day 2: Strategy & Action

COURSE OUTLINE

Day 2: Strategy, Alignment, and Action Planning

Reconnection & Integration Check-In

Identifying the Leadership Capacity Needed for each of the 5 Core Components

Applying Learning to Your Context by Identifying Needed Behavioral Shifts, Communication Strategies, and Exploring Stakeholder Engagement Practices

Metrics & Accountability for Team or Workplace Culture

90 Day Strategic Culture Implementation Action Planning

Commitments and Close

Optional Add-In

After 3-months, you can schedule a 2-hour accountability check-in with the consultants.



PROGRAM DELIVERY

Virtual planning and updates. Interviews will be done virtually.



Mandatory in person 2-day Retreat, including dinner on the eve of the retreat, recommended as an overnight, offsite.

PROGRAM FEES

Program fees for the Alignment Lab include:

- **Workplace Culture Assessment**
- **Interviews**
- **Insights and Recommendations Report**
- **2 days of facilitation / 2 consultants**
- **Total \$45,000 US**



Add in: 3-month check-in -Optional at \$ 5,000 US

- **For a total of \$50,000 US**

DOWNLOADABLE PDF WITH PROGRAM OVERVIEW



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Download the PDF for Program 3 - Alignment Lab: Establishing the Foundations

CONTACT US



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WorldviewIntelligence.com

WorldviewPrograms.com



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

