

HEALTHY WORKPLACE CULTURE PROGRAM OPTIONS

WORLDVIEW INTELLIGENCE IS THE
FOUNDATION



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Program 4

CULTURE BY DESIGN

Senior leadership or dedicated
Workplace Culture / project team

Program Strengths

- Consultant-guided but internally led
- Builds internal Workplace Culture Team capacity
- Develops communications strategy, sustainability plan, engagement process
- 12 month blended to build internal “culture engine” for sustained work

Unique Features

- Long-term partnership (but not full organization wide training)
- Emphasis on empowering internal culture team to lead the change and build capacity

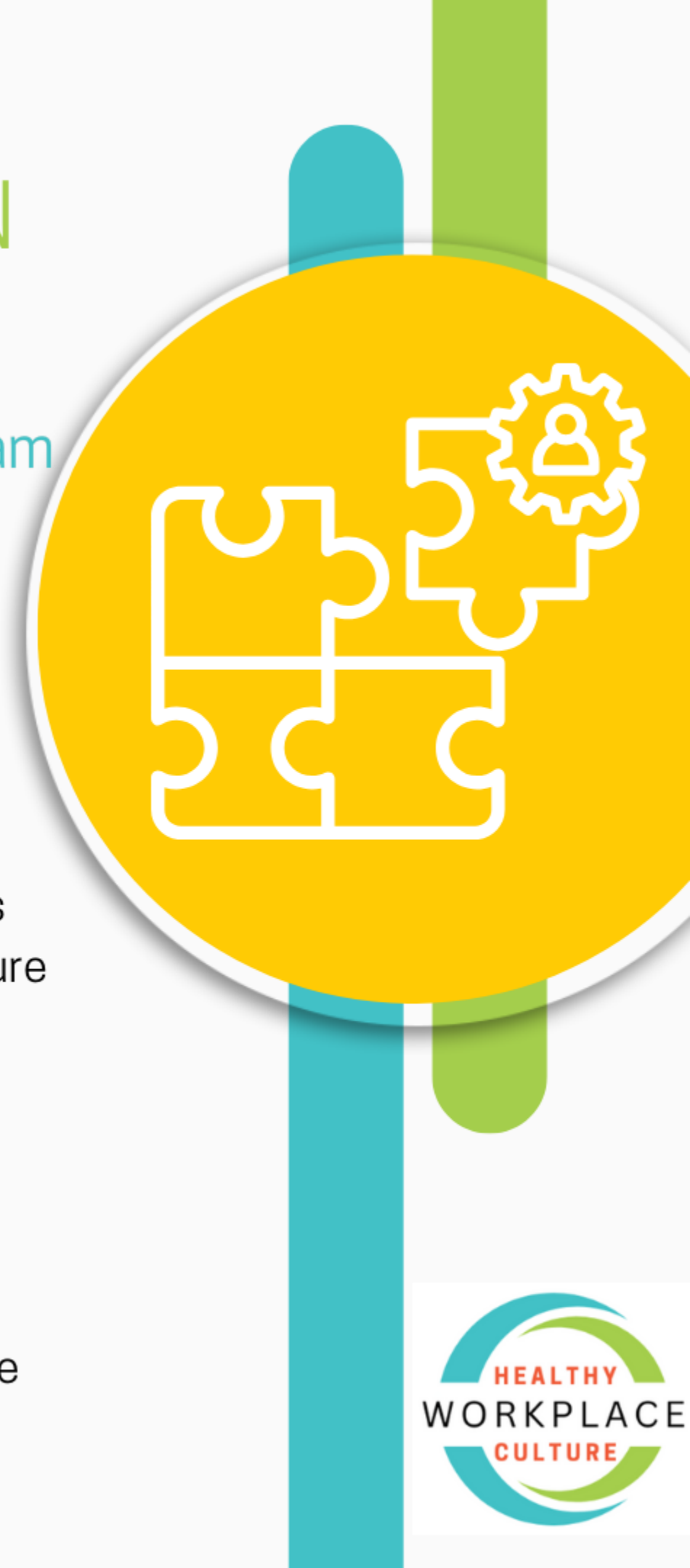


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PROGRAM DESCRIPTION

A 12-month journey with the Senior Leadership Team or a Project Management Team dedicated to Building and Sustaining a Healthy Workplace Culture.

In this comprehensive, hands-on program, Worldview Intelligence Consultants work alongside a Senior Leadership Team or dedicated Project Team – essentially a Workplace Culture Team – as they take ownership of building and sustaining a Healthy Workplace Culture for your specific context. This is not a top-down initiative or a consultant-led overhaul. Instead, it's a guided process that equips your internal leaders with the mindset, tools, and practices to design the Workplace Culture they want – and model it consistently – which is essential to success.

Our consultants work extensively with your team to ensure you:

- Expand your Worldview and Relational Leadership skills and an understanding of individual and collective worldviews;
- Develop the capacity to increase psychological safety and belonging;
- Grow confidence in transparency for decision-making and actions;
- Build the necessary skills and planning frameworks for effectively engaging employees and stakeholders; and
- Are able to identify the metrics and assessments most pertinent to tracking progress on this initiative.

This Workplace Culture Team then brings the work into the organization, working directly with all levels from the C-Suite to the factory floor to customer-facing representatives.



THIS CULTURE BY DESIGN PROGRAM IS FOR YOU IF YOU HAVE EXPERIENCED....



Workplace Culture work that is **fragmented** or **reactive** with no long-term plan or shared ownership.

Initiatives that stall out after **early momentum fades** – there's no infrastructure to carry them forward.

Leaders who are uncertain how to navigate **tension, resistance, conflict,** or **competing priorities.**

A **lack of clear metrics** or meaningful feedback loops that makes it hard to measure progress.

Workplace behaviors that **don't align with stated values, strategy or culture.**

Implementation of AI tools and systems that runs into resistance, resentment or **inconsistent application.**

Internal or external **negative perceptions** about the team or organization: caused by **challenged relationships, low trust, rumours** or **inefficient work processes.**

THIS PROGRAM PROVIDES

- Clarity on current vs. desired Workplace Culture, based on worldview analysis, assessments and shared inquiry.
- Team-led Workplace Culture initiatives supported by coaching, planning models, and tools.
- Ongoing leadership development in worldviews, Worldview Intelligence, the Six Dimensions Framework, psychological safety and belonging, addressing conflict, employee engagement, and metrics and assessments.
- Coaching Support for the Workplace Culture Team for the duration of the initiative.
- A clear roadmap with milestones, sustainability plans, a well thought out engagement strategy designed with and implemented by the Team, with accountability systems designed in.
- A shift from Workplace Culture “projects” to embedded Workplace Culture stewardship.
- An understanding of leading change and what motivates – or demotivates – people in a change process.



By the end of this journey, the Workplace Culture Team will have laid the groundwork for a Workplace Culture transformation – and, you will be leading it from within, with credibility, capacity, cohesion and transparency.

OUTCOMES

- **Articulation of the current and desired future Workplace Culture**, identifying gaps to be bridged with a Workplace Culture Initiative during a High-Impact team retreat.
- **Custom-designed team training** on Worldviews, Worldview Intelligence, the Six Dimensions Framework, behavioral science, neuroscience, and the 5 Components of a Healthy Workplace Culture.
- **Assessment Reports** with **Actionable Recommendations** for the Team to implement.
- **Culture Action Roadmap + Sustainability Plan** are in place.
- **Tools & Resources** for implementation and sustainability are developed.
- The Workplace Culture Team has the **skills and knowledge to embed change management** approaches in the organization, with an understanding of **human behavior responses** to change and a **leading change strategy** aligned with the Healthy Workplace Culture strategy.
- A **communications strategy** developed to consistently explain, internally and externally, the benefits of the Healthy Workplace Culture initiative.
- Employees, teams, and departments **authentically engaged** by the Workplace Culture Team throughout the initiative and plans are in place for the continuation of engagement strategies and processes.
- The team or organization is seeing **improvement on the metrics** identified to track progress.



THIS CULTURE BY DESIGN COURSE INCLUDES

- Planning and preparation with the client or team lead.
- Assessment, insights & recommendations report.
- Workbooks and other resources.
- Active consulting and coaching support over the duration of the program.
- Culture Strategy and Action Plan templates.
- Support and recommendations for a multi-media communications strategy.
- Tools for measuring progress and sustaining conversations.
- Increased leadership clarity and a strategy for alignment across the organization.
- End of Initiative assessment review and report.
- An invitation to participate in the Worldview Intelligence Healthy Workplace Culture Community of Practice.



PROGRAM FOUNDATION

Purpose

Tailor learning, strategy development and action planning to the unique starting point of your organization

Relationship Building

Establishing the relationship between the Consultants assigned to this project and the Workplace Culture Planning Team.

Interviews

Team members and organization leaders will be interviewed to identify existing or emerging areas of concern around interpersonal dynamics, conflicts or the implementation of new technologies or other change initiatives.

Focus

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

Pre-Work

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

Pre-Report

Themes, patterns, opportunities and challenges that have been identified in the assessment and interviews and collated for discussion and as input into the process.



PROGRAM OUTLINE

Pre-Work

Leadership Alignment & Launch Phase, including conducting the initial assessments.

Introduction

- Define Workplace Culture and work through the 5 Components of a Healthy Workplace Culture
- Articulate the current team and organizational culture (reality) and desired Workplace Culture (future) and identify the gaps to be bridged.
- Gain an understanding of the role of worldviews, Worldview Intelligence, neuroscience and behavioural science in Workplace Culture and culture change.
- Introduce the Worldview Intelligence Six Dimensions Framework as an analytical tool leading to insights and actions that support Workplace Culture alignment across the organization
- Identify how AI can be used to support a Healthy Workplace Culture initiative and explore how it is used ethically, with consistency and integrity.



PROGRAM OUTLINE

Integration

- Learning, Coaching & Skill Building (Ongoing) to establish capacity, via in-person intensives and virtual learning modules, including additional, more in-depth training on worldviews, Worldview Intelligence, neuroscience, behavioural science and leading change.
- Development and implementation of a Communications Strategy that ensures consistency in messaging across the entire organization, reaching everyone, using a multi media approach.
- Work with the Team on delegation of action strategies or tasks that are part of the Healthy Workplace Culture Initiative.
- Team & Departmental Rollout – Based on readiness and assessment data.
- Progress Checkpoints & Adaptive Planning on a monthly basis.



Sustainability

- Individual & Team Coaching on Practices for Implementing a Healthy Workplace Culture and transforming conflict.
- Provide training across the organization which could include the development of education videos.
- Final Assessment & Strategic Sustainability Planning – creating a long-term sustainability plan with clear milestones and accountabilities.

KEY MEASUREMENT AND EVALUATION POINTS

- Workplace and Team Culture Assessments (at the start and the end of the year)
- Work with the Planning Team to identify relevant and meaningful metrics that might include:
 - Absenteeism and sick leave
 - Turnover and retention
 - Engagement levels
 - Psychological safety indicators

Anecdotal and behavioral indicators (e.g., trust, feedback, collaboration)



SAMPLE MILESTONE TIMELINE

Months	Deliverables
0	• Team alignment, kickoff, baseline assessments
1-3	• Team training – virtual and in-person – on worldviews, Worldview Intelligence and Healthy Workplace Culture, leading change • Team identifies and plans for an organization wide Healthy Workplace Culture Initiative, including strategies for building trust, psychological safety and belonging, communication and transparency, and employee engagement
2-3	
4-7	• Healthy Workplace Culture Initiative is launched, implemented and monitored
8-11	• Evaluation of Initiative results on an ongoing basis and planning for next phases
12	• Final assessment, review of metrics and evaluation of initiatives • Strategies for sustaining the Workplace Culture work



PROGRAM DELIVERY

Work with a team of 10-15 people.

Virtual planning and updates. Interviews will be done virtually.



A combination of in-person and virtual training and coaching support.

PROGRAM FEES



Program fees for the Culture by Design Program include:

- Workplace Culture Assessment
- Interviews
- Insights and Recommendations Report
- 3-day Leadership Intensive / 2 consultants
- 1-day in-person Team Check-in half way through
- 2-day Leadership Intensive toward the end of the consulting period
- 10 monthly 2-hour check-in calls and other support as needed
- Consultation on a multi-media communications strategy (Part of coaching or check-in support?)
- One-on-one coaching support
- 1 year assessment review
- Final Report

Program Fee Range

Minimum Total \$176,500 US
Per Month \$ 14,700 US

Maximum Total \$200,000 US
Per Month \$ 16,667 US

Fees are finalized and guaranteed after a conversation with the client where we establish clarity on the number of people involved in the Workplace Culture Team, the need and purpose to be addressed and the specific components of the program to be delivered.

DOWNLOADABLE PDF WITH PROGRAM OVERVIEW



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Download the PDF for Program 4 - Culture by Design

CONTACT US



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WorldviewIntelligence.com

WorldviewPrograms.com

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

