

HEALTHY WORKPLACE CULTURE PROGRAM OPTIONS

WORLDVIEW INTELLIGENCE IS THE
FOUNDATION



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Program 5

SIGNATURE - THE TRANSFORMATION FLAGSHIP

Whole organization - starting
with senior leaders

Program Strengths

- Deep systemic, organization-wide culture change
- Leadership alignment + cascading training
- Embeds culture into systems and processes
- Train-the-trainer for sustainability
- 18 month blended to build internal “culture engine” for sustained work

Unique Features

- Most comprehensive, full organization capacity building
- Multi-level engagement across the entire organization
- Full transformation flagship
- Dedicated support at every level

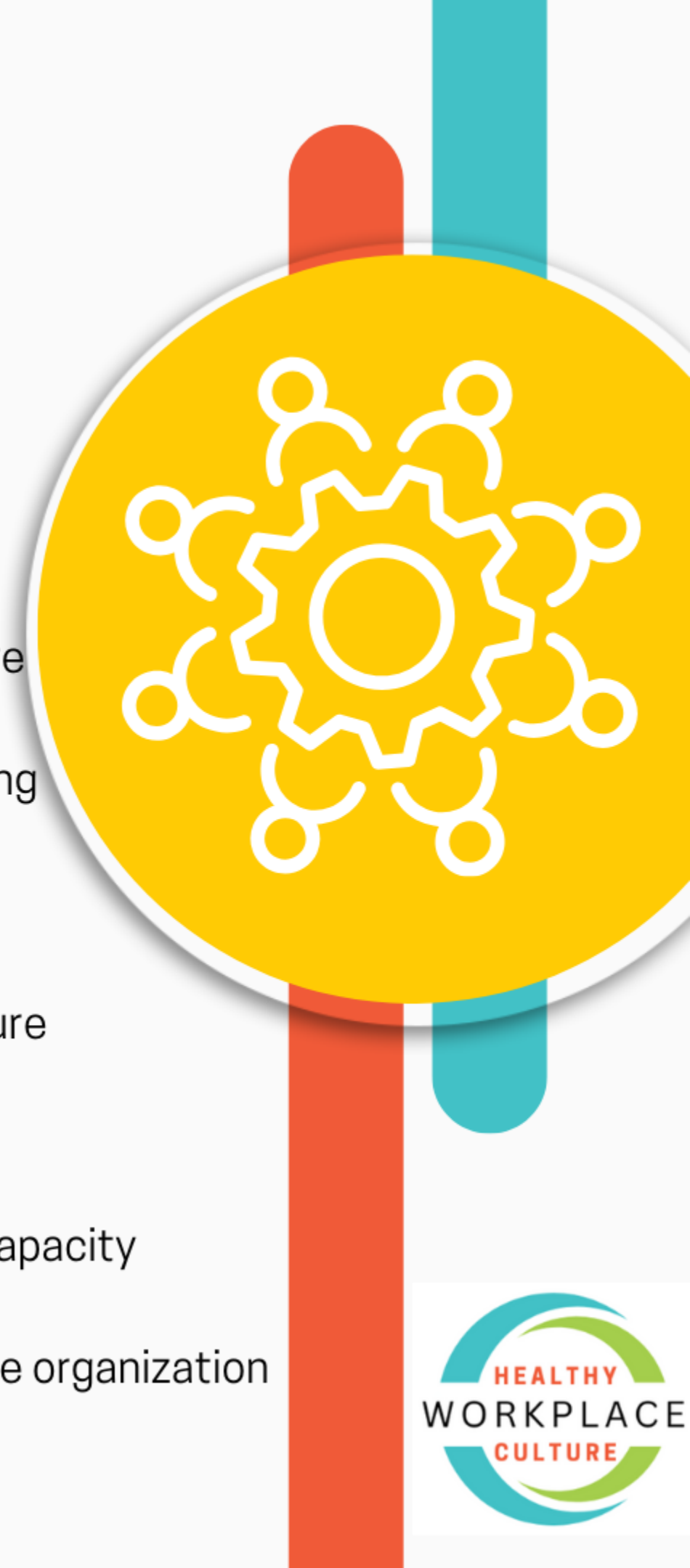


TABLE OF CONTENTS

01 Program Description

02 This Program is For You if...

03 This Program Provides

04 Outcomes

05 The Course Includes

06 Program Foundation

07 Course Outline

08 Delivery

09 Program Fees

10 Downloadable PDF

11 Contact Us

PROGRAM DESCRIPTION

SIGNATURE: An Immersive 18 Month Partnership for Workplace Culture Transformation

For organizations ready to embed culture deeply, systemically, and sustainably that are committed to designing and living their desired Team and Workplace Culture, at every level throughout the organization.

SIGNATURE is our most comprehensive offering – an end-to-end partnership designed to transform your Workplace Culture and your organization's capacity to own, grow and sustain its Workplace Culture over the long term. SIGNATURE begins with identifying a dedicated team - a cross-departmental, cross-functional Workplace Culture Team. We work with this Team to co-create, implement, and embed the values, practices, and mindsets of a Healthy Workplace Culture across your organization - starting with leadership alignment and extending through to systemic adoption. Grounded in Worldview Intelligence, this initiative builds long-term capacity and sustainability through learning, coaching, co-creation, capacity building and measurable strategies and actions.

As a Workplace Culture Transformation Partner, we begin with the Senior Leadership Team to align vision, voice, and values through deep dialogue, narrative work, and structured decision-making processes. We draw from a wealth of time-tested models, frameworks and templates, adaptable to the specific circumstances of your organization and your goals. Capacity building starts with the Senior Leadership Team and cascades through the organization in a step-wise process that ensures leaders at every level have the knowledge, skills and ability to sustain new Healthy Workplace Culture practices.

We work with you to ensure values, behaviors, policies, procedures and practices are embedded, consistent and aligned across your systems, structures, and leadership layers – so that a Healthy Workplace Culture is no longer aspirational; it becomes operational, guiding strategy, decision-making, relationships, and trust.

Together, we build internal momentum by engaging departments, teams, and individuals in a coordinated rollout supported by coaching, measurement, and adaptive learning.

THIS SIGNATURE PROGRAM IS FOR YOU IF YOU HAVE EXPERIENCED:

Disconnected or fractured Workplace Culture across departments, levels, or geographies, creating **silos** that at best don't work well together and at worst compete with or undermine each other.

Executive misalignment on what Workplace Culture change means or requires.

Failed or stalled past Workplace Culture initiatives due to lack of depth, structure, shared ownership, aligned training or capacity building resulting in mistrust.

A **lack of credibility in** organizational values due to visible behavior gaps.

Difficulty embedding your desired Workplace Culture into systems like onboarding, performance reviews, and leadership pipelines.

Change fatigue and **cynicism** among employees.

Employee mistrust of AI due to **inconsistent implementation, lack of training** or **insufficient communication** about intended use and outcomes.

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

You are committed to keeping with the initiative to ensure success.



THIS PROGRAM PROVIDES

- Clarity on current vs. desired Workplace Culture, based on worldview analysis, assessments and shared inquiry.
- Workplace Culture Team-led 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 and Department leads 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 Workplace Culture Team, with accountability mechanisms 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, supported by the Consultant 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

- Formation of an **internal, cross departmental lead Workplace Culture Team** that will guide the initiative and, once complete, help **maintain and adapt Workplace Culture** as needed.
- A clear and **shared understanding** of what a Healthy Workplace Culture entails across all levels of leadership and the entire organization.
- Articulation of **current and desired future Workplace Culture**, during a **High-Impact off-site team retreat**, identifying gaps to be bridged with Workplace Culture Initiatives.
- **Custom-designed team training** on **worldviews, Worldview Intelligence, behavioral science, neuroscience**, and the **5 Components of a Healthy Workplace Culture**.
- **Capacity building** for internal HR or L&D trainers to deliver in-house training on all relevant concepts through **Train the Trainer** programs.
- **Coaching Support** for the lead Workplace Culture Team for the duration of the initiative.
- Work with each department representative on the lead Workplace Culture Team to provide **specific support to each department** as needed based on their unique worldviews.
- **Assessment Reports** with **Actionable Recommendations** for the team to implement.
- **Culture Action Roadmap + Sustainability Plan**.
- **Tools & Resources** for **Implementation** and **Sustainability**.
- **Change management approaches**, understanding human behavior responses to change and a **leading change strategy** aligned with the Healthy Workplace Culture strategy.



THIS **SIGNATURE** COURSE INCLUDES

- Planning and preparation with you and/or the team lead and the Workplace Culture Team.
- 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.
- Mid Initiative in person check-in.
- End of Initiative in-person retreat to review results and plan forward.
- 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

Pre-Work

Completion of a Workplace Culture Assessment at least 4 weeks in advance of the program (organization-wide or team or department-level).

Added Value

Build capacity throughout the organization for leadership and emerging leaders, psychological safety, healthy team dynamics, skills to deal with conflict, employee engagement and appropriate assessments.

Focus

Build practical leadership skills across the organization, 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.

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.



Relationship Building

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

Pre-Report

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

Progress

Track progress through identifying baseline measures and assessing again in 1 year.

PROGRAM OUTLINE

Pre-Work

- Formation of an internal, cross departmental lead Workplace Culture Team that will guide the initiative and, once complete, help maintain and adapt culture as needed.
- Identify how the Transformation Partner Consultants support the Planning Team and establish role, responsibility and accountability clarity.
- Leadership Alignment & Launch Phase, including conducting the initial assessments and interviews.



Introduction

- Define Workplace Culture and work through the 5 components of a Healthy Workplace Culture, developing strategies, practices, processes and action plans for each one.
- Introduce the Worldview Intelligence Six Dimensions Framework as an analytical tool leading to insights and actions that support Workplace Culture alignment across the organization.
- Articulate the current team and organizational culture (reality) and desired workplace culture (future) to identify the gaps to be bridged with this initiative using the Worldview Intelligence Six Dimensions Framework.
- Gain an understanding of the role of worldviews, Worldview Intelligence, neuroscience and behavioural science related to Workplace Culture and change initiatives.
- 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 build capacity, via in-person intensives and virtual learning modules, to include 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 Workplace Culture Team on delegation of action strategies or tasks that are part of the Healthy Workplace Culture Initiative to others in the organization.
- Team & Departmental Rollout - Strategy and action is based on team or departmental readiness and assessment data.
- Continue to build capacity with Team Leads and Department Heads co-facilitating training, engagement and strategy sessions with the Consultants.
- Progress Checkpoints & Adaptive Planning on a monthly basis.



Sustainability

- Ongoing individual & Team Coaching on strategies, practices and processes for Implementing a Healthy Workplace Culture and transforming conflict into productive outcomes.
- Provide training across the organization which could include the development of education videos.
- Design and develop an engagement strategy that includes the Consultants delivering training to employee groups across the organization, co-leading with members of the Planning Team or a dedicated Learning and Development Team to build capacity within the organization to do this work – includes virtual and in-person training as well as through 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, mid-way through and at the end of the assignment)
- 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 MILESTONES TIMELINE

Months	Deliverables
0-3	• Team alignment, kickoff, baseline assessments • Workplace Culture Team training – virtual and in-person – on worldviews, Worldview Intelligence and Healthy Workplace Culture, leading change
2-5	• Strategy sessions: team identifies and plans for Healthy Workplace Culture Initiative and projects, including strategies for building trust, psychological safety and belonging, communication and transparency, and employee engagement • Healthy Workplace Culture initiatives are launched, implemented and monitored
4-10	• In-person team intensives, alignment review • Progress checks and virtual workshops
8-11	• Evaluation of Initiative results on an ongoing basis and planning for next phases
12-18	• Targeted training, metrics review, planning next phase
16-18	• Final assessment, review of metrics and evaluation of initiatives • Strategies for sustaining the Workplace Culture work



PROGRAM DELIVERY

Identify and work with a Workplace Culture team of 10-15 people throughout the initiative - for planning, strategy development, engagement, implementation and roll-out across the organization..

Virtual planning and updates. Interviews will be done virtually.



A combination of in-person retreats and virtual training and coaching support for skill and capacity building, progress checks and strategy sessions.

PROGRAM FEES



Program fees for the Culture by Design Program include:

- Workplace Culture Assessment
- Interviews with team members and senior leaders
- Insights and Recommendations Report
- 3-day Leadership Intensive / 2 consultants
- 1-year assessment review and progress report
- 1 day in-person Team Check-in - 1 year
- 18-month assessment review & report
- 2-day Leadership Intensive toward the end of the consulting period
- 16 monthly 2-hour check-in calls and other support as needed
- One-on-one coaching support
- Final Report

Program Fee Range

Minimum Total \$252,500 US
Per Month \$ 14,028 US

Maximum Total \$300,000 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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with senior leaders

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- Multi-level engagement across the entire organization
- Full transformation flagship
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**Download the PDF for Program 5 - Signature -
The Transformation Flagship**

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WorldviewIntelligence.com

WorldviewPrograms.com

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

