

Leadership and Core Values

Laying the Groundwork

- **Questionnaire:** Aligns expectations, gauges views on culture and leadership, provokes thought about what people wish to achieve through their participation
- **One-on-One Calls:** Candid conversations to build trust and promote openness with facilitators
- **Pre-Workshop Touchpoints:** Mitigate suspicion of “external expert syndrome”, allow facilitators advance appreciation of diverse viewpoints and aid in tackling sensitive issues and consensus building

***All information is treated in the strictest confidence



Driving Outcomes

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| AM | <ul style="list-style-type: none"> • Internalising Key Learnings: Facilitated reflections around day one content • Breakout: Defining Our Core Values Small teams debate, propose and present 5 values they believe will help the organisation achieve its desired state • Building Consensus: A facilitated process whereby consensus is reached on the top 3-5 Core Values based on proposals from each team |
| PM | <ul style="list-style-type: none"> • Getting on the Same Page: Elaboration of each value into a definitive paragraph to ensure alignment and so the Core Values can be easily communicated and understood by others • Operationalising the Values: Proposing robust, practical initiatives to cascade the Core Values throughout the organisation and help employees to “walk the talk “ • Ideas to Action: Sharing three actions each individual will take within three months to espouse the Core Values and settling on a shared platform for follow-through on session outcomes |

Pre-Workshop

Day 1

Day 2

Post-Workshop

Aligning on Objectives



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| AM | <ul style="list-style-type: none"> • Where are We Now? Facilitated conversation on responses to questionnaire • Where do We Want to Be? Gaining clarity on the role and purpose of the organisation and implications for the leadership team • Breakout: Personal Leadership Journeys Discussion and sharing around first experiences of leadership and how challenges/successes have shaped worldview and leadership style |
| PM | <ul style="list-style-type: none"> • Core Values: What are they? Why do we need them? How do they manifest daily? Examining the difference between Values and Competencies and the expression of Values at work • Breakout: Mindset and Behaviours Table discussions on the work environment and Values that would foster the desired shifts in mindset and behaviours in ourselves and our people |

Wrap Up

- **Qualitative Group Observations:** Feedback and recommendations for HR / Senior Management



Syndication of Outcomes

- Throughout the day GIFT documents key points, conclusions and takeaways
- A summary of key outcomes will be circulated to all attendees and reflections overnight will be invited