

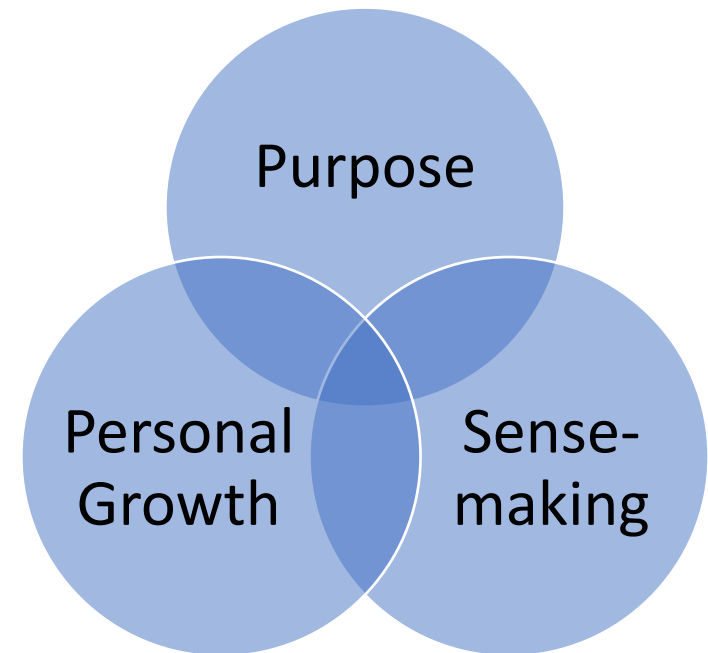
Creating Meaningful Cultures

Overview Slides

What makes something meaningful?

Three things:

1. It provides a sense of purpose
2. It motivates deeper sensemaking, appreciation and mastery
3. It promotes personal growth and connects us to others



Meaning Finder

Assessing and exploring the

Purpose-Process-People

logic of a thriving work culture

We grow our strengths through culture

Culture *is* your operating system

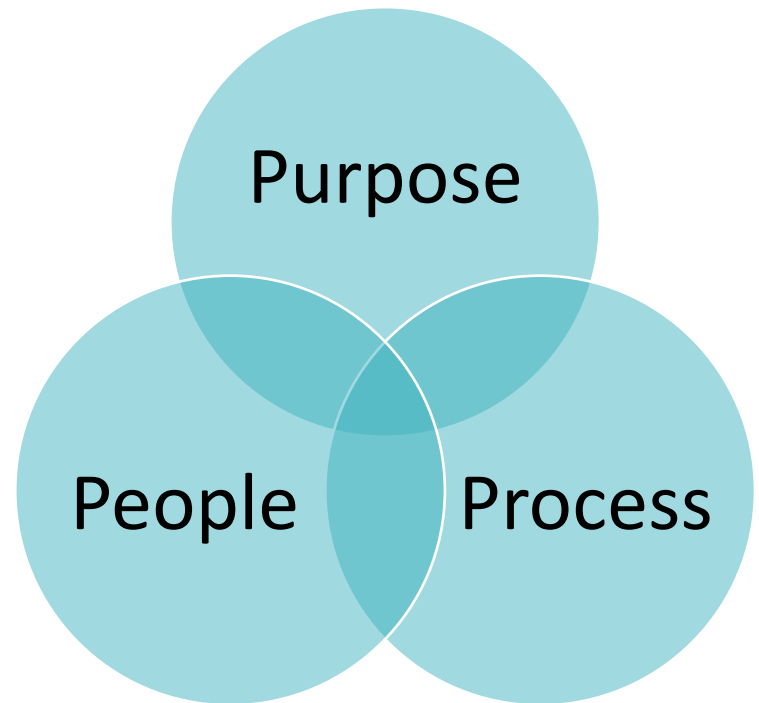
It determines *how* we do things










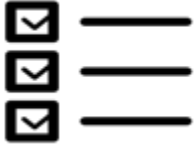

Two sides of the same coin

We are taking a broader approach


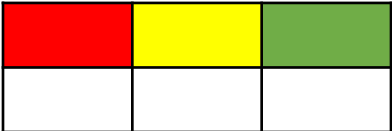


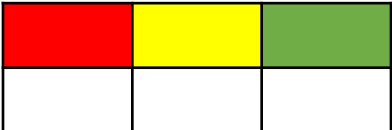


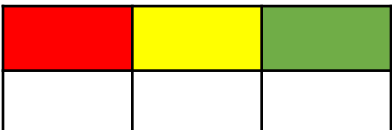
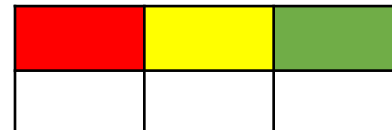
Enabled through a
simple & timeless logic



The timeless elements that define culture

Purpose	Process	People
<p data-bbox="227 459 571 496">Differentiating Value</p> 	<p data-bbox="803 459 1147 496">Effective Work Flows</p> 	<p data-bbox="1363 459 1746 496">Employee Engagement</p> 
<p data-bbox="193 779 602 816">Shared Sense of Purpose</p> 	<p data-bbox="861 779 1089 816">Collaboration</p> 	<p data-bbox="1367 779 1738 816">Positive Work Climate</p> 
<p data-bbox="204 1099 591 1136">Alignment to Strategies</p> 	<p data-bbox="734 1099 1221 1136">Efficient Daily Work Practices</p> 	<p data-bbox="1414 1099 1696 1136">Personal Growth</p> 

9 elements create an integrated system

Purpose	Process	People
<p>Differentiating Customer Value <i>Is ours truly differentiating?</i></p> 	<p>Effective Value Delivery Processes <i>Do we have the right processes?</i></p> 	<p>Employee Engagement <i>Are our team members fully aligned & engaged in our value delivery?</i></p> 
<p>Shared Sense of Purpose <i>Is there a shared sense of purpose that unites us?</i></p> 	<p>Collaboration <i>Are we creating solutions beyond what we could do alone?</i></p> 	<p>Positive Work Climate <i>Does the work climate bring out the best in us?</i></p> 
<p>Alignment to Strategies <i>Are we fully aligned to and "living" our strategies?</i></p> 	<p>Efficient Daily Work Practices <i>Do we execute reliably?</i></p> 	<p>Personal Growth <i>Are we effectively growing our talent?</i></p> 

For further discussion
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