



empowering people for results

CULTURE MENTORING & ADVISORY

ARE YOU READY TO LEAD YOUR CULTURE?

Culture leadership can be dynamic and exciting.... yet knowing where to start is often tricky. It's about developing an integrated approach to leadership, work models and practices that will enable your organisation to thrive.

At worst, culture leadership can create anxiety, be lonely, exhausting and impossible to decipher. Our aim is to ensure co-creation and learning, to enable you to lead your culture strategy today and into the future. Enabling you to lead your culture fearlessly and with assurance and admiration.

OUR CULTURE MENTORING & ADVISORY IS RIGHT FOR YOU, IF YOU ARE ?

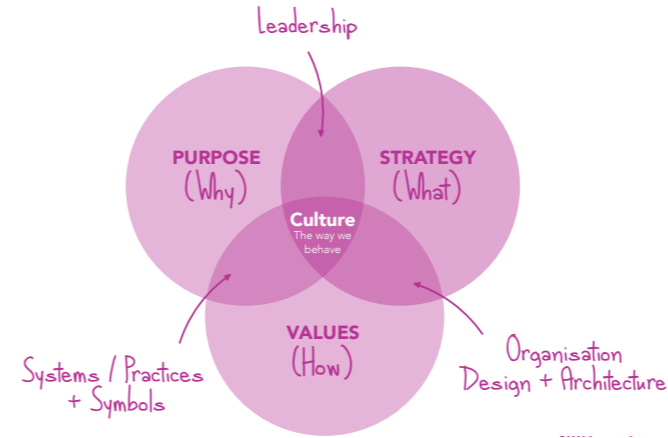
- Tasked with the development and implementation of your culture strategy
- Know that your culture initiatives are not creating the change you need & needs a boost
- Looking to measure the impact of your culture leadership
- Wanting to master the discipline of culture

WHY CULTURE LEADERSHIP MATTERS?

In helping people think about how to lead and engage people towards their desired culture, we often compare the levers of culture to an artist's palette. An artist's palette has many colours that when masterfully blended together create a masterpiece. So, like the artist, your role as a leader is to have a clear goal (what does the end picture look like?) and think about which colours on the palette will create and lead your organisation's culture in the right direction.

It starts at the top. Your business purpose, your strategy and values set the tone for what is important and then every system and practice, your organisation architecture and your leadership expectations are levelled up from there.

CULTURE LEADERSHIP



VALUE OF CULTURE LEADERSHIP

		Business Value	Employee Experience
Thriving	Empowered	\$ \$ \$ \$	😊😊😊😊
	Engaged	\$ \$ \$	😊😊😊
Surviving	Satisfied	\$ \$	😊😊
	Present	\$	😊
Hiding	Avoidant	- \$	😞😞
	Absent	- \$ \$	😞😞😞

Gallup studies confirm that the **biggest driver** of employee engagement is **culture**. It is proven that organisations with higher employee engagement achieve:

- 21% higher profitability
- Four times earnings per share growth to that of their competitors
- Higher productivity
- Better retention
- Fewer accidents
- Better workplace wellness and health
- Effective risk management practices

YOUR IMPACT

Mindset	Growth	Impact
Fearless	Admired	+10
	Assured	+ 5
Competent	Adequate	0
Imposter	Anxious	- 5
	Abandoned	- 10

Working together, we can help you achieve;

- Focussed achievement of your culture goals
- Development of core culture leadership capabilities
- Confidence, consistency and trust in your culture leadership
- Increased profile and personal brand
- Improved relationships
- Heightened self-esteem
- Improved focus and meaning in work

A BESPOKE DEVELOPMENT PROGRAM JUST FOR YOU

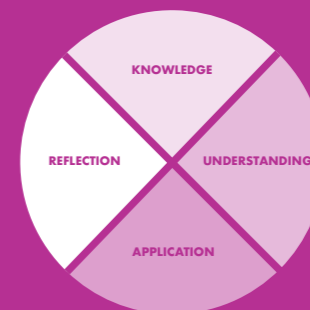
KNOWLEDGE Delivered in all mentoring & advisory meetings, is the starting point.

UNDERSTANDING Comes with continued review and application to your specific business challenges, so we recommend regular weekly/fortnightly meetings in the first months.

APPLICATION The key is ensuring wise application to maximise ongoing benefits. To do this we walk alongside you and your people as is needed.

REFLECTION Knowledge, understanding, application and reflection leads to mastery, to equip you to lead your culture and for us to purely provide advisory and mentoring.

CULTURE MENTORING & ADVISORY FOCUS AREAS



CULTURE MENTORING & ADVISORY PROCESS





GOAL SETTING

Commitment to a process of development and change sits at the heart of any successful culture mentoring program. The length of your culture mentoring & advisory program will be determined based on your goals.

Your commitment to being open and vulnerable, to learning more about yourself and your organisation, being prepared to adopt new behaviours, beliefs and mindsets and to keep the time planned together as a priority in a busy day is critical.

To get started, you will complete a short questionnaire. This is aimed at making sure we are aligned on understanding more about the you, your role, your culture goals, setting measures of success, your expectations and your preferences for how we will work together.



DIAGNOSTIC TOOLS

Having accurate individual and organisational information, provides a baseline for development. It aids positive, productive changes in your culture leadership, increases overall effectiveness and provides a baseline to measure change and return on investment.

Our team is accredited in the following diagnostics.

- Human Synergistics LSI, GSI & OCI
- Hogan Leadership Forecast Series
- SHL OPQ
- Global Change Group - Change Management

With any diagnostic measurement, we will select the best tool based on your goals. During the process I will guide the you through the findings and help you to develop strategies to increase your personal and organisational effectiveness.

If you have completed other recent profiling tools already completed, we can use these.



CULTURE MENTORING & ADVISORY

All sessions are for 90 minutes, face-to-face and can be in your office off-site, Zoom, Teams or Skype.

During your mentoring and advisory sessions, we will use real work scenarios to develop your awareness, skill and application of the culture resource tools. At the end of each session, you will receive summary notes.



EMAIL AND PHONE SUPPORT

Between each session, we are available to support you by email or phone as needed.



CULTURE LEADERSHIP TOOLS AND RESOURCES

Our team members have over 30 years' leadership experience, together with subject matter mastery of culture, leadership and organisation development principles and practices. We have amassed a significant portfolio of tools and resources that we are able to access and share with you to support your development.



MENTORING STYLE AND PHILOSOPHY

Using a strengths-based approach, we work with people to enable them to be the best they can be and to achieve the results they seek. We look to complement the personal style of the individual being mentored together with providing thoughtful challenge to achieve change and results.

TESTIMONIALS

DANIELA GIANDINOTO

Chief People & Transformation Officer, Department of Premier + Cabinet

"I have worked with Rosemarie on a number of assignments since 2011 from Executive Team Effectiveness, Organisational Culture Programs and Individual Executive Coaching.

Partnering with Rosemarie has been critical part of our Executive team success and supported us as we led the organisation during change and transformation. Her approach is a good mix of theory and practical solutions. Demonstrating a wealth and depth of experience she has a skill in developing an immediate grasp of the dynamics within and across a team and pushing the boundaries of our executive and senior management.

I cannot recommend Rosemarie highly enough to work with executive and senior leaders one on one and in teams.

On a personal note Rosemarie has also been crucial in leading, guiding and encouraging me throughout my executive career."

ROB GODDEN

Head of Transformation | Mondo

"I worked with Rosemarie to initiate our transformation journey which included an uplift in culture and engagement across the business and also the rebranding of Mondo, business integration to SAP and the implementation of a new CRM.

Rosemarie was fantastic at providing a structured pragmatic approach to starting the transformation which at the start seemed like an impossible task. Thank you - Rosemarie for your support and leadership!"

ABOUT ROSEMARIE



Rosemarie Dentesano is an experienced Culture, Organisation and Leadership Development professional with extensive experience both leading successful functional teams and working with CEOs and their leaders to co-create and implement practical workforce strategies and plans aligning people to deliver on your business strategy.

Rosemarie works at the intersection of strategy and culture and uses an evidence-based approach to drive effective

leadership development and implementation of your plan to build an engaged, agile and high performing team.

Most importantly, Rosemarie works with you (not on you) to provide pragmatic culture solutions that work. You and your team need to drive culture change, her role is to provide expert input and coach you to success. Rosemarie is passionate about building your capability and making you and your team the stars, not her.

Rosemarie has deep experience in managing stakeholders, building leader capability and working with workplace teams. Her work is punctuated by a need to effect culture, structure and/or systems change.

Over her career she has been lucky to gain leadership and consulting experience in the Professional Services, Banking & Finance, Information Technology & Communications, Resources & Energy, Oil & Gas, Construction & Property Management, Logistics & Supply Chain, Education, Federal, State and Local Government sectors.

Rosemarie is passionate about building your capability and promoting cultures that thrive.

If you would like to work with Rosemarie or make a time to chat more about a mentoring & advisory program just for you,

please contact her as follows.



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