



empowering people for results

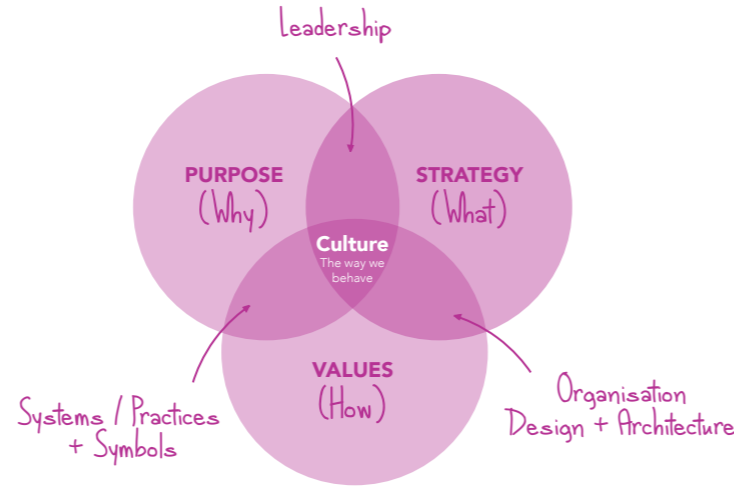
WHY CULTURE PLANNING MATTERS

In helping people think about how to lead and engage folks towards their desired culture, I 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 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



"If you don't manage culture, it manages you, and you may not even be aware to the extent this is happening"

-Edgar Schein

TOP 10 RED FLAGS

DO ANY OF THESE RESONATE ?

Y/N

- Financial performance discussions on 'the numbers' take precedence over a focus on culture
- Competitiveness and a need to win at all costs is emphasized before 'doing the right thing' and asking, 'should we?'
- Complaints are treated as problematic rather than an opportunity to act, learn and improve your business
- Incidents are dismissed by the leadership team as one-offs or unavoidable
- Work arounds and behaviours that do not align with your organisational values are tolerated
- There are no consequences for not following compliance and policy procedures
- Managers whinge about the Performance Management system and process
- Roles, accountabilities and authorities are not clearly articulated
- There is a predominate belief that building and focusing on leader development and capability will fix the culture
- Systems work is viewed as complex and compliance based. It is not sexy, does not get rewarded or recognised, so why focus on it?

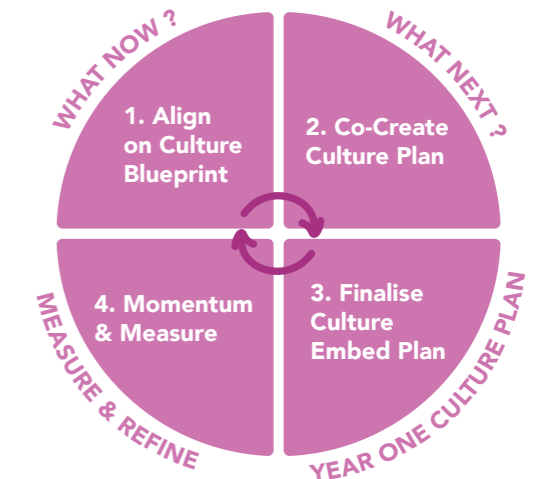
VALUE OF CULTURE LEADERSHIP

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

Gallup say culture is a key driver of engagement provides for;

- 4x Earnings Per Share
- Increased productivity
- Better retention
- Fewer accidents
- Better health outcomes for people, and
- 21% higher profitability than competitors.

OUR CULTURE PLANNING FRAMEWORK

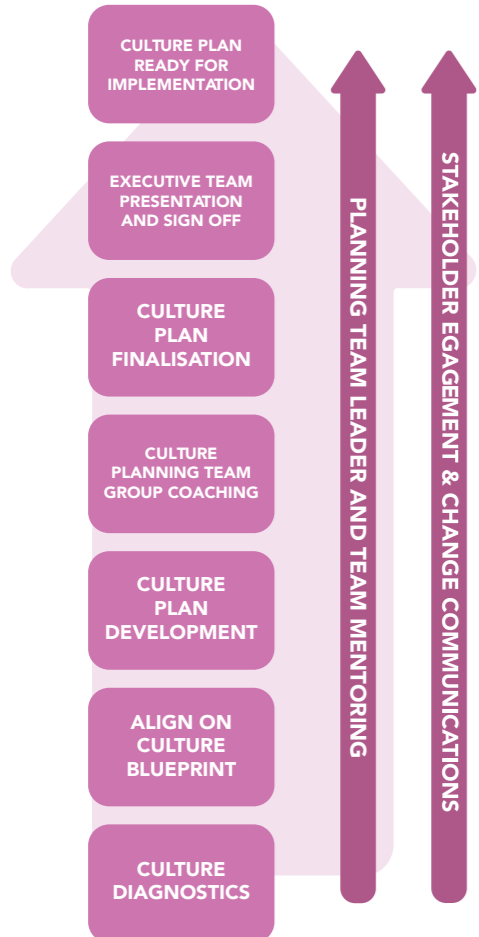


CULTURE PLANNING

CO-CREATION PLANNING PROCESS

Our culture planning process involves co-creation that leverages your and our expertise. We know that a culture plan that is built by an internal group has greater levels of ownership and sustainability. This is because in the process of co-creation we build your skill, engage you to the process working with you (not on you), enabling you to maintain the planning work and ownership of momentum going forward.

The culture planning approach recommended, involves a small culture planning team (say 6 to 8 people) made up of the Project Lead, ET Sponsor, P&C representative, communication specialist and BU representation. Bringing people together for a block of time is often the most effective way to focus their effort on planning. Our approach therefore balances group activity with 1:1 follow up and is mapped as follows.



“Culture change may best be thought of as an infinitely variable set of waves with unpredictable peaks and troughs ”

- Shein & Shein

WHO IS THIS FOR

- People and Culture professionals who have accountability for good culture planning and implementation.
- Business Leaders and Boards who rely on a fit-for-purpose culture and culture plan that is practical, is owned by your people and enables the delivery of your strategic goals.

WORKING WITH US

A bespoke 1:1 program just for you

Our Culture Planning solution can be provided in several ways;

- Facilitator led by us, transferring capability to your team
- Through a focussed mentoring program
- Face to Face or remote workshop modules

CLIENTS

A sample of clients Rosemarie has worked with during her consulting career, include the following organisations:



ABOUT ROSEMARIE



Rosemarie as the founder of P2P Solutions, is an experienced culture and leadership professional with extensive experience both leading teams and working with executive stakeholders and their teams in developing strategies to effect cultural change and great leadership.

Working at the intersection of strategy and culture, Rosemarie is passionate about the co-creation of practical workforce solutions that always deliver on business strategy whilst building an aligned organisational culture and capability - enabling people and business to thrive.

She has deep experience in managing stakeholders and building leadership capability to effect major cultural, structural and systems change.

Rosemarie's experience includes working in all Australian States and Territories, APAC, North America and Europe, supporting clients in all tiers of Government, Resources & Energy, Information Technology, Telecommunications, Banking & Finance, Facilities Management, Construction & Engineering and Professional Services sectors.

Rosemarie has worked as a global leader with internationally respected consulting firms and has also held various Executive People & Culture, Sales & Marketing roles in the Information Technology and Communications sector. Rosemarie draws upon these experiences daily in her leadership work.

Rosemarie works to enable you to:

- Build a practical and pragmatic culture plan to deliver on your business strategy.
- Mentor you, and your team, to grow your capability to drive and embed long term transformational culture change.
- Understand the deep connection of your people systems and practices to the enablement of your strategy
- Build a high performing, aligned team ready to lead your culture that empowers people to be their best
- Design and embed your organisational architecture to enable people to deliver exceptional outcomes and great customer experiences

As a culture and leadership expert, Rosemarie is often called upon for speaking events and public commentary on culture and emerging workforce trends



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