

# How To Create A Values-Based Culture



**Presented By:**

Michael Healey

[michael@rmichaelhealey.com](mailto:michael@rmichaelhealey.com)

905-536-3192

# Outcomes



## OUTCOMES

1 | What is Culture?

2 | The Formula

3 | Key Strategies

4 | Implementation



**Culture Is Dynamic**

**Constantly Evolving**

**Changing Culture  
is a Process ...**

**Not an Event**

**How Things Are Done Around Here**

**How People Feel About How Things  
Are Done Around Here**

# How Things Are Done

**Norms**

**Beliefs**

**Assumptions**

**Habits**

**Language**

**Policies**

**Systems**

**Behaviors**

**SOP**

# Feelings



**Respected**

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**Inspired**

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**Heard**

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**Treated Fairly**

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**Safe**

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**Accepted**

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**Included**

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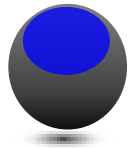


***How People Want to Feel***



## Trust/Engagement

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## Assessment

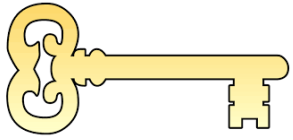
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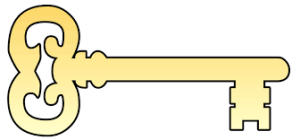
## Implementation

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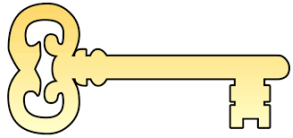




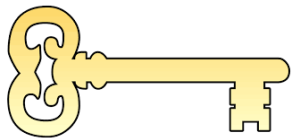
**Engage Staff**



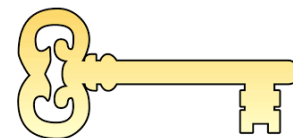
**Build Trust**



**Group Agreements**



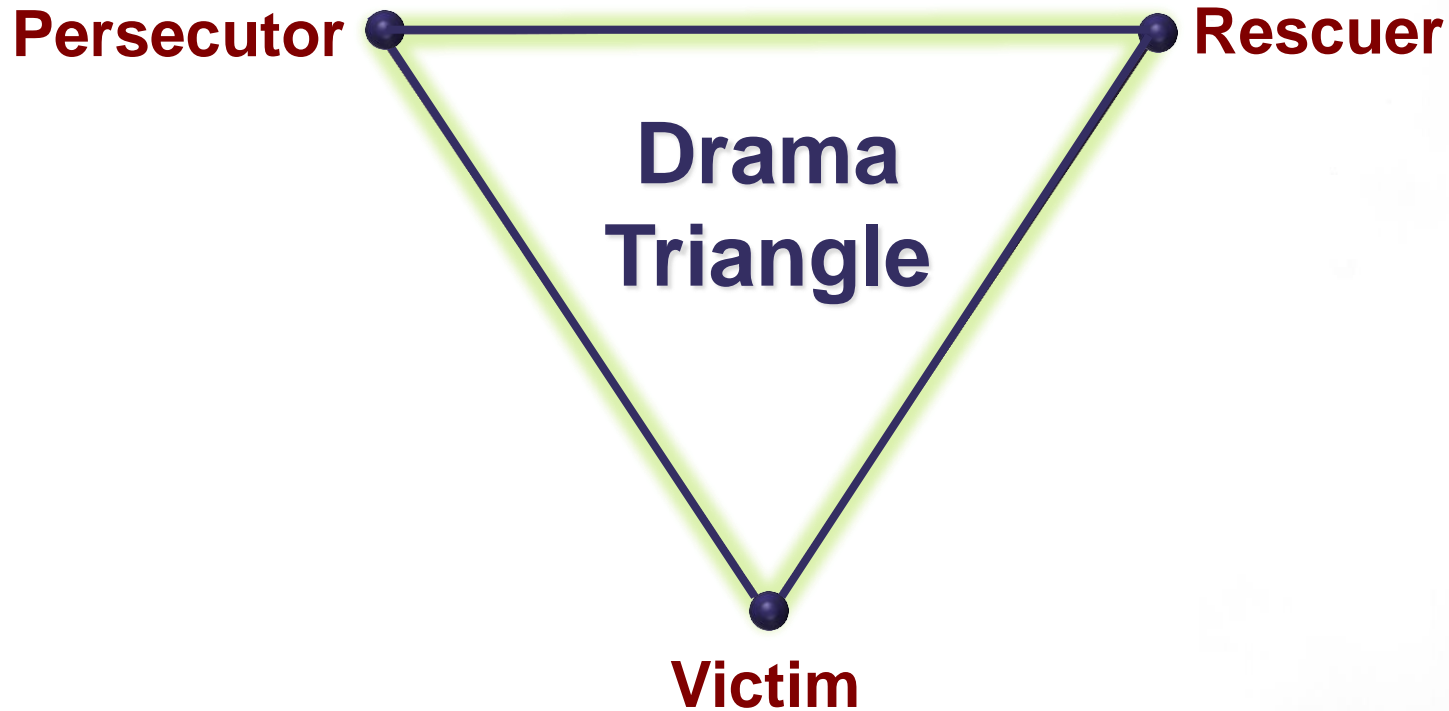
**Feelings Assessment**



**Link To Values**

WILLIAM?

# Engage Staff



**By The Group**

**For The Group**

## Group Agreements Goals

✧ Trust

✧ Self-Regulating Team

## Feelings



## Assessment

- Desired Feelings
- Feelings to Avoid
- Current Feelings

## Values



## Assessment

How well are we

- **Manifesting**
- **Implementing**
- **Living**

**Our values**

**Focus only  
on what the  
team can  
control**





- ❖ **Regular Re-Assessment**
- ❖ **What did we do to improve this metric?**
- ❖ **Was there anything that made the metric work?**
- ❖ **What did we learn about ourselves as individuals and as a team?**
- ❖ **What can we do moving forward?**

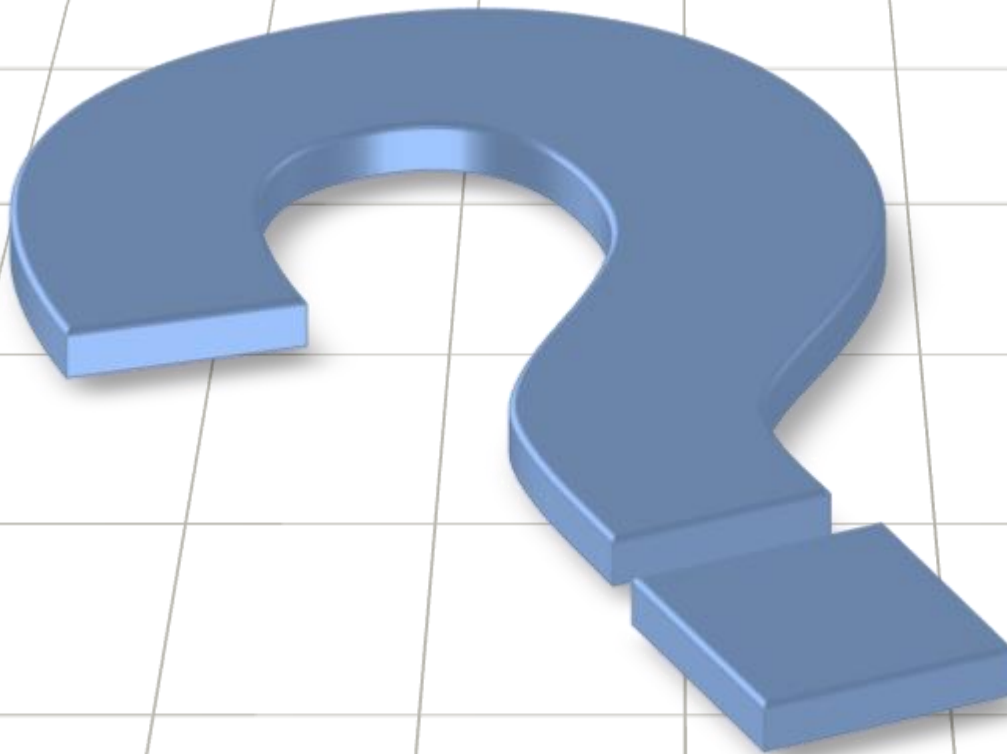
For things to change I must do something different ... or if I want things to BE different, I must DO something different.

Question

**What are you  
going to DO?**

# Thank You

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Presented By: **Michael Healey**  
**[michael@rmichaelhealey.com](mailto:michael@rmichaelhealey.com)**

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