

Peak Experiences
Leadership – Culture – Performance Connection

Top Fifteen Options to Explore Cultural Change

Smaller (Quick Hits) Investments:

Action # 1: Join the BirdsEye Culture Leaders Network

Join the BirdsEye Culture Leaders Network for monthly updates on leadership, culture and performance success stories, webinars, podcasts, resource library and workshop opportunities.

www.peak.ca/birdseye

www.peak.ca/cln-birdseye-membership (complimentary)

Action # 2: Listen to Culture Bites Podcast

Listen to and reflect on one of the many (246 + and growing) excellent “Culture Bites Podcast” by Human Synergistics International at: www.human-synergistics.com.au/resources/podcasts/culture-bites-podcast-playlists/

Action # 3: Watch Leading Video’s from Rob Cooke, President of Human Synergistics International

Human Synergistics - Robert A. Cooke, Ph.D. - Culture for... it's just Culture

www.youtube.com/watch?v=Ezhic2ftUB0

Human Synergistics - Shaun McCarthy - Leadership Impacts Culture, Culture Impacts Leadership

www.youtube.com/watch?v=bRGiU7gWl84&t=1160s

Action # 4: Listen to a Transformational Success Story Webinar with CEO Sébastien Dupuis

Leading Culture: Unlocking the Secrets of Cultural Transformation with Assumption Life, Moncton, NB

<https://www.youtube.com/watch?v=5iOB7V25Ngk>

Action # 5: Personally Read Influential Books on Leadership – Culture – Performance

Resource Book # 1: In Great Company Human Synergistics

By Quentin Jones

Resource Book # 2: Creating Constructive Cultures Human Synergistics

By Dr. Robert Cooke

Resource Book # 3: Time to Think

By Nancy Kline

Resource Book # 4: Unfear

By Gaurav Bhatnagar

Resource Book # 5: Games People Play

By Eric Berne

Resource Book # 6: Positive Intelligence

By Shirzad Chamine

Action # 6: Practice the Leadership Pause – How to Stop Reacting

Watch the Leadership Pause video (7.32 minutes) and reflect on the handout - top ten ~ pause & be still techniques for strengthening response flexibility (constructive options).

Action # 7: Start a Book Club – Shared Reading & Reflection on Key References Books on Culture

Purchase and engage a small group of leaders / staff on select books on culture change. A list can be found within the conference presentation power point.

Medium Investments:

Action # 8: Be a Cultural Change Champion / Leader

Ready yourself to be a culture leader by completing the “constructive disruption” worksheet within the Culture Leaders Network library: Role of the Culture Leader - Constructive Disruption (button in red)
www.peak.ca/cln-resource-library (password: Frank2025)

Action # 9: Select Readings on Culture Change

Complete select readings on culture change in the BirdsEye Culture Leaders Network library
www.peak.ca/cln-resource-library (password: Frank2025)

Action # 10: Strengthening Constructive Leadership & Cultural Behaviours

Focus on understanding and behavioural change for strengthening Constructive leadership styles / behaviours in your organization. (Achievement - Self-Actualized – Humanistic-Encouraging – Affiliative)
www.peak.ca/cln-resource-library (password: Frank2025)

Sample Achievement Behaviours:

Leadership: Share responsibility well – goes to the heart of the matter – explore alternatives before acting – usually think ahead and set your own goals.

Culture: pursue a standard of excellence - take moderate risks - think and plan ahead – know the business.

Sample Self-Actualized Behaviours:

Leadership: optimistic and realistic – sound judgement – communicates ideas easily – high personal integrity – confident and relaxed.

Culture: think in unique and independent ways – emphasize quality over quantity – be concerned about your own growth – do even simple tasks well.

Sample Humanistic-Encouraging Behaviours:

Leadership: trusted by others – supportive of others – good listener – sought out by others for assistance – encourage others.

Culture: help others grow and develop – involve others in decisions affecting them – help others think for themselves – take time with people.

Sample Affiliative Behaviours:

Leadership: good at interpersonal relations – tries to help others – cooperative – helpful – see best in others.

Culture: motivate others with friendliness and praise – show concern for people – cooperate with others – share thoughts and feelings.

Larger Investments:

Action # 11: LSI / LSI 360 Leadership Assessment

Engage Peak Experiences to provide you a baseline LSI (Self) and / or an LSI (360) Leadership assessment to determine your strengths and areas for grow & development as a leader within your organization.

Action # 12: CEO / Sr. Leader’s Perspective – Mini - OCI Organizational Cultural Inventory

Engage Peak Experiences to provide you a baseline CEO / Sr. Leader mini-OCI Organizational Cultural Inventory to determine the strengths and grow & development opportunities for your organizational culture change investment via the lens / perspective of one or more senior leaders.

For more information on the OCI Organizational Culture Inventory go to:

www.humansynergistics.com/en-ca/change-solutions/organizations/assessments/organizational-culture-inventory/

Action # 13: Comprehensive Full Staff - OCI Organizational Cultural Inventory

Engage Peak Experiences to provide you a baseline full OCI Organizational Effectiveness Inventory to determine the strengths and grow & development opportunities for your organizational effectiveness investments. For more information on the OCI Organizational Culture Inventory go to:
www.humansynergistics.com/en-ca/change-solutions/organizations/assessments/organizational-culture-inventory/

Action # 14: Comprehensive Full Staff - OEI Organizational Effectiveness Inventory

Engage Peak Experiences to provide you a baseline full OEI Organizational Effectiveness Inventory to determine the strengths and grow & development opportunities for your organizational effectiveness investments. For more information on the OEI Organizational Effectiveness Inventory go to:
www.humansynergistics.com/en-ca/change-solutions/organizations/assessments/organizational-effectiveness-inventory/

Action # 15: Internal Culture Change Committee

Start an Internal Culture Change Committee to have staff support the leadership team in strengthening organizational culture. An explanation, key roles, focus areas and a draft initial roadmap of goals can be found:
www.peak.ca/cln-resource-library (password: Frank2025)