

	PURPOSE
	R2 VISION
	KEY RESULTS
	STRATEGIC DRIVERS
	CULTURAL BELIEFS®

 Purpose + Strategy + Culture = Results **Our Results Equation**

My Culture Integration Plan 

NAME _____

Clarity - Discuss with your manager how the Results Equation components and *your role* contribute to organizational results, and share your perspective on what Cultural Beliefs® mean to you.

Alignment - How will you integrate the tools and models discovered today to help achieve our desired results?
(Consider the who, what, where, and how of your integration.)

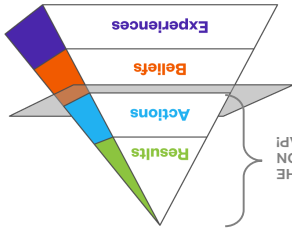
Accountability

- ✓ **Seek** Focused Feedback® daily.
- ✓ **Share** Focused Recognition® weekly.
- ✓ **Tell** Focused Stories® regularly.

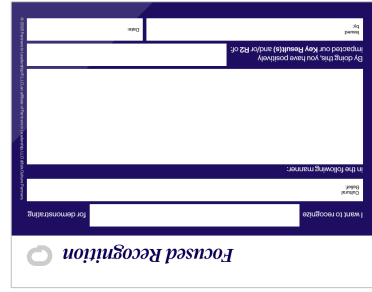
Take the next step!



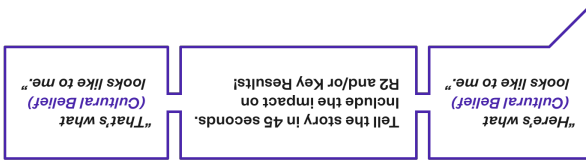
Sign up for the Culture Partners Portal using the link you will receive from your team following the workshop.



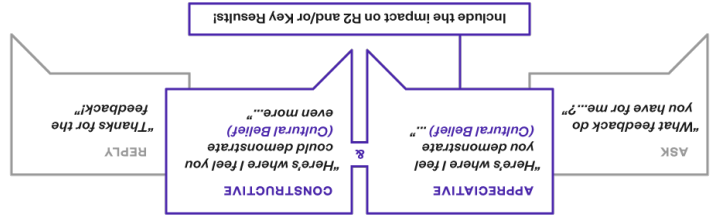
The Results Pyramid®
 Experiences shape Beliefs.
 Beliefs influence Actions.
 Actions produce Results.



Focused Recognition®
 Share Focused Recognition weekly. Everyone loves recognition! Encourage people to stay focused on forward movement toward your desired culture.



Focused Storytelling®
 Tell Focused Stories regularly. Look for opportunities to integrate Focused Storytelling into your everyday experiences.



Focused Feedback®
 Seek Focused Feedback daily. Remember, effective Feedback is both appreciative and constructive.

Culture Management Tools

Meeting Agenda Outline

3-5 MINUTE OPENING FOR EACH TEAM MEETING

Update:

- ✓ At your first meeting, walk your team line by line through your Results Equation.
(After your first meeting, have team members walk everyone through it.)
- ✓ Share your Key Results and where you currently stand on each.
- ✓ Discuss which Key Result this meeting will impact.

Ask:

- ✓ Ask the team to share Focused Recognition or Focused Stories.