

	CULTURAL BELIEFS®
	STRATEGIC DRIVERS
	KEY RESULTS
	R2 VISION
	PURPOSE



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

- ✓ Share **3** Focused Recognition® cards weekly.
- ✓ Seek **2** Focused Feedback® exchanges per week.
- ✓ Tell **1** Focused Story per week.

Take the
next step!

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

Culture Management Tools

© 2026 Partners in Leadership IP, LLC, an affiliate of Partners in Leadership, LLC d/b/a Culture Partners.



To create long-term change, it's essential to consistently use these initial Culture Management Tools with purpose. We call this weekly plan for accelerated culture transition **3-2-1**. Follow it closely for the next 30 days, and these new methods will become a more natural part of your communication style.

Focused Recognition®

Share **3 Focused Recognition cards weekly**. Everyone loves recognition! Encourage people to stay focused on forward movement toward your desired culture.

Focused Recognition

I want to recognize _____ for demonstrating

Cultural Belief: _____

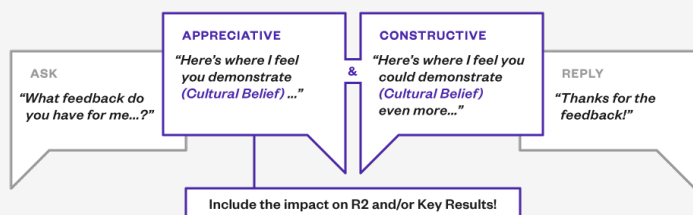
In the following manner:

By doing this, you have positively impacted our Key Result(s) and/or R2 of: _____

Issued by: _____ Date: _____

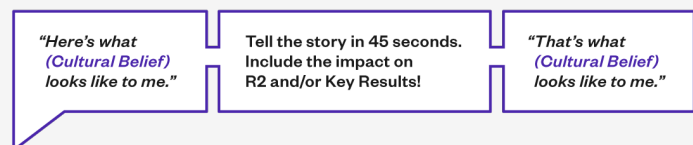
Focused Feedback®

Seek **2 Focused Feedback exchanges per week**. Remember, effective Feedback is both appreciative and constructive.



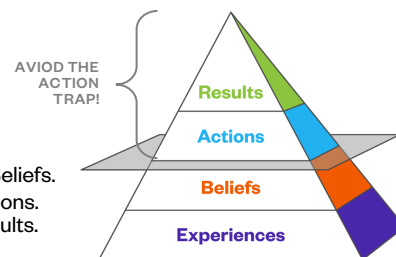
Focused Storytelling®

Tell **1 Focused Story per week**. Regularly look for opportunities to integrate Focused Storytelling into your everyday experiences.



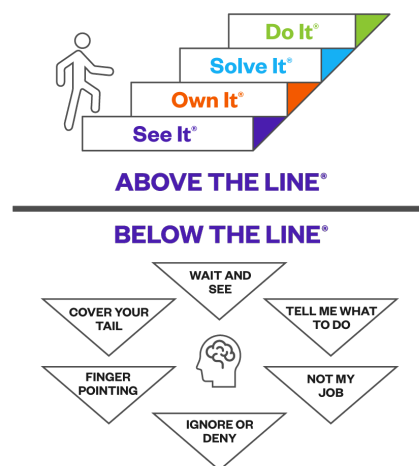
The Results Pyramid®

Experiences shape Beliefs.
Beliefs influence Actions.
Actions produce Results.



Steps to Accountability®

Below the Line is the Blame Game, where we focus on why we can't achieve the result. **Above the Line** are the Steps To Accountability, where we focus on how we will achieve the result.



Experience Types

Every action creates experiences for people, ranging from **Clearly Understood** (Type 1) to **Completely Misunderstood** (Type 4). It is critical to create experiences that align with the beliefs you are trying to create about your organization.



Focus your efforts on Type 2 experiences to create clarity and ensure the right beliefs are formed.