



**TEAM AND LEADERSHIP**

**DEVELOPMENT WORKSHOPS**

**USING EMOTIONAL CULTURE DECK**

Facilitated by




Designed by  
**riders elephants**



**“Studies show the significant impact emotions have on how people perform tasks, how engaged and creative they are, how committed they are to their organisations, and how they make decisions.” – HBR**

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A wooden table is covered with several cards. Some are white with colorful graphics, including one titled 'The Emotional Deck'. Others are dark blue or green with white text. A person's hand is visible on the right, holding a dark blue card that says 'ENCOURAGED'. Other cards visible include 'CONFIDENT', 'INSPIRED', 'EMPOWERED', 'EQUAL', 'STEP 01', 'STEP 02', 'It's important I feel this', and 'My success relies on feeling this'.

**But too many organisations don't know how their people are, or could be, feeling at work.**

# Three challenges we can tackle

## FIRST CHALLENGE

### How do we help our leaders better lead our teams?

We bring your leaders together and help them create a better connection and understanding between themselves and with their people, which nudges them to develop and grow.

The core question we explore as a team is: “What do we want our people to feel (and not feel) at work to be successful?”

We'll bring your senior leaders together to map the emotional culture of your team.

- The outcome of this session is a shared understanding as a team of the way they want to lead their people.
- This workshop is for: new leadership teams; fractured leadership teams; or leadership teams looking for an innovative way to work better together and improve the way they lead their teams day-to-day.

See the 'Emotional Culture Deck Leaders Workshop' overview on Page 5

## SECOND CHALLENGE

### How do we improve the culture of our team (in a way that moves beyond values and a superficial 'tick-the-box' exercise)?

We bring your team together to explore the desired emotional culture of their team and organisation plus how it impacts the culture they want to foster.

The core question we explore as a team is: “What do we need to feel (and not feel) as a team to be successful?”

- The outcome of this session, the team will have mapped their emotional culture and the environment they believe they need to create to be successful.
- Some of the teams this workshop is designed for are functional teams within an organisation (at any level), cross-functional teams of people you want to bring together for team building; fractured teams; newly formed teams and leadership teams.

See the 'Design your team culture Workshop' overview on Page 6

## THIRD CHALLENGE

### How do we get to the heart of our stakeholder relationships and improve how we deliver for them?

We bring your team together to explore who your stakeholders really are, their desires, fears and emotional drivers and the experiences we need to deliver them.

The core question we explore as a team is: “What do we want our stakeholders to feel (and not feel)?”

- At the outcome of this session, the team will have mapped their stakeholder relationships and planned experiments to help change the way they connect and deliver engaging experiences moving forwards.
- This workshop is designed for any team that has stakeholder relationships and is looking to improve how they deliver for them.

See the 'Stakeholder Relationships Workshop' overview on Page 7

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FIRST CHALLENGE

# Emotional Culture Deck Leaders Workshop

This workshop is designed to bring your leaders together and help them create a better connection and understanding between themselves and with their people, which nudges them to develop and grow.

By playing with The Emotional Culture Deck in this workshop, we'll nudge our leaders to:

- Explore and learn about the role emotion plays in culture, leadership and high-performing teams
- Become more empathetic and conscious of their team cultures
- Work together to define how they want to lead their people and the environment they believe need to create for people and teams to be successful
- Establish a new mechanism that you (as their leader) can use to help your leadership team continue to develop and grow

How we'll run the 4-hour workshop:

- Define how we each individually want to feel and not feel at work as individual leaders
- Define how we collectively want our people to feel and not feel within our business units
- Define the actions and behaviours that will support the culture we want to foster
- At the end of the session, we'll have completed the Human-centred Leadership Canvas, which describes how we want to collectively lead our people (see appendix).
- Plus the workshop is designed to ensure your leaders can go away with confidence and facilitate similar workshops with their own teams.



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COACHING & HR

# Design your team culture workshop



The 'Map your emotional culture' workshop is designed to be a hands-on interactive way for the team to come together to co-create the culture of their team.

**The objective of the workshop is to map the emotional culture of your team, explore how you support each other, the culture of your team and the way you work together.**

Through this workshop we will help:

- Individuals understand their motivations, desires, needs and fears at work, plus their teammates
- Build greater empathy for each other
- Reinforce the great cultural things that already exist within the team and environment

How we'll run the 3-4 hour workshop

- We'll explore how your people want to individually feel and not feel at work
- Work together to map how the team want to feel and not feel as a collective to be successful (your team's emotional culture)
- Explore how this environment will impact the culture of the team and how they work together day-to-day.

**Following the workshop, let's meet to:**

- Review the workshop and share our learnings and insights we gain from the pilot workshop
- Plan potential next steps for how you might take what we uncover and learn during the workshop and keep the conversations alive and embed into the way your team work together.



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### THIRD CHALLENGE

# Stakeholder Engagement Workshop

The Stakeholder Engagement workshop is designed to bring your team together to get to the heart of your stakeholder relationships.

The objective of the workshop is:

- Explore who your stakeholders really are, their desires, fears and emotional drivers and generate experiments that you can deliver to improve the experiences you create for stakeholders.

Through this workshop we will help:

- Your team develop greater empathy for your stakeholders

How we'll run the 3-4 hour workshop:

- Teams explore who your stakeholders are and their emotional drivers
- We'll explore how your team want their stakeholders to feel and not feel when they're dealing with you
- Work together to map the high-level stakeholder journey
- Explore ways we can change and improve the experiences we deliver our stakeholders as a team

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# Bespoke workshops

**The three workshops we've outlined are the three most common ones facilitated.**

**Every organisation faces unique challenges.**

**We also design bespoke workshops to help you tackle specific challenges.**



\*We can easily design workshops for up to 30-40 people. If you want to facilitate larger sessions, please contact us for pricing.

Note: All prices exclude GST.

# One-off Workshop Fees

## OPTION A: TRY BEFORE YOU BUY

In this option, we'll plan and facilitate any workshop with a team of up to 15\*. BUT I'll lend you the 15 decks we need to run the session.

USUALLY A\$3,500

People Matter Coaching & HR 'FRIENDS OF FEE': A\$3,000\*

## OPTION B: OWN YOUR DECKS

In this option, we'll plan and facilitate any workshop with a team of up to 15\* AND you'll get to keep the 15 decks, so you can continue to use them with your team or other teams in the future.

USUALLY A\$4,500

People Matter Coaching & HR 'FRIENDS OF FEE': A\$3,500\*

RRP for 15 decks = A\$1,300

## OPTION C: DIY

You can buy decks and run your own workshops. AND I'll meet with you 1:2:1 pre workshop to answer all your questions, and give you tips on how to best run the workshop yourself.

\$800 for 10 decks

(or \$70 per deck for more than 20 decks)

RRP for 10 decks = A\$1,000



\*All prices exclude GST.

All workshops must be completed within three months of the first workshop being held. Payment for both options can be broken into three monthly invoices over this period. If you decide not to complete any workshops, we'll invoice for the difference between the options based on how many workshops have been completed.

# Multi Workshop Fees

## THREE WORKSHOPS

In this option, we'll plan and facilitate any three workshops with any teams of up to 15 people. This fee includes x15 decks, plus one briefing and debriefing meeting before and after each workshop to plan workshop and post-workshop activities.

People Matter Coaching & HR 'FRIENDS OF FEE': A\$8,400

(\$2,800 per workshop)

USUALLY \$13,500 – A\$4,500 per workshop

## FIVE WORKSHOPS

In this option, we'll plan and facilitate any five workshops with any teams of up to 15. This fee includes x15 decks, plus one briefing and debriefing meeting before and after each workshop to plan workshop and post-workshop activities.

People Matter Coaching & HR 'FRIENDS OF FEE': A\$12,500

(\$2,500 per workshop)

USUALLY \$22,500 (\$4,500 per workshop)



**Let's spark  
meaningful  
face-to-face  
human  
conversations  
about the  
things that  
really matter to  
each of us and  
the way we  
work together.**

12 Ways to

Apply

The Emotional

Culture Deck

1

Leadership  
development

2

Employee  
engagement

3

Team  
culture

4

Change  
leadership

5

Stakeholder  
engagement

6

Employee  
experience

7

Team  
mergers

8

Recruitment  
& on-boarding

9

Team  
Check-ins

10

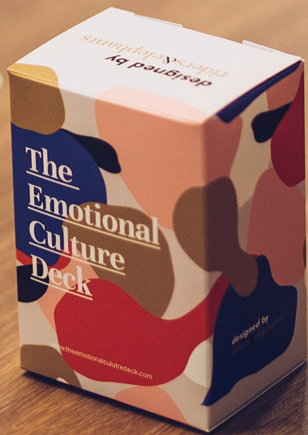
Communication  
strategy

11

Project  
reviews

12

Conflict  
resolution



**“Your customers  
won’t be engaged  
unless your people  
are engaged.”**

– JEREMY DEAN, FOUNDER & DIRECTOR  
RIDERS&ELEPHANTS



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