INTRODUCING EMOTIONAL CULTURE DECK WORKSHOPS

Designed by riders&elephants

People Matter
COACHING & HR

“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

But too many organisations don’t care how their people are, or should be, feeling at work.

Three core challenges we can tackle using The Emotional Culture Deck

FIRST CHALLENGE

How do we need to feel to be successful at work?

We bring your team together to help them understand themselves and their needs around success at work. This nudges them to develop and grow.

The core question we explore as individuals is: “What do I want to feel (and not feel) at work to be successful?“

We’ll invite people to share with the team.

- The outcome of this session is a better understanding of one another and what each can do to support people in achieving their desired feelings (and avoiding the undesired ones).
- This workshop is a starting point for: new leadership teams; fractured leadership teams; or leadership teams looking for an innovative way to work better together and find ways to approach greater success at work.

See the ‘Emotional Culture Deck Know Yourself workshop’ overview on Page 6

SECOND 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 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 7

THIRD 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 is 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 8

Other challenges we can tackle using The Emotional Culture Deck

STAKEHOLDER 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 10

EXPLORING CHANGE CHALLENGE

How do we improve the way we manage change in our team?

We bring your team together to explore the emotional aspect of change. The discussion aids in planning and strategising how to best support the team through change.

The primary focus is to bring a team together to discuss and map out their emotional response to change. It's a space where teams can be open about their emotional reactions to change and plan how to handle it together. The workshop turns the often-ignored emotional side of change into a practical strategy for teams

- 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 ‘Exploring Change Workshop’ overview on Page 11

CONVERSATIONS CHALLENGE

We often need to have crucial conversations in the workplace, and developing the skills to do this is essential.

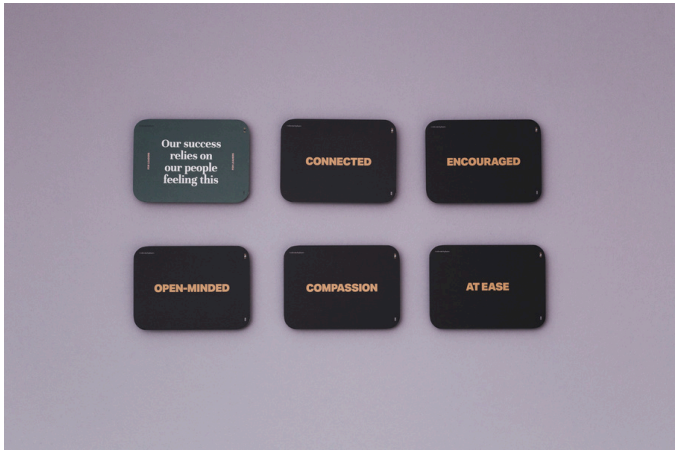
We bring your team together to work through a ‘difficult conversation’ framework. We explore how we can prepare and navigate these important discussions, have them, and then reflect on them.

The core question we explore is:
“What do I want to feel and what do I want the other person to feel (and not feel) as we navigate this?”

At the end of this session, the team will have:

- Mapped a plan to prepare, execute and reflect on a ‘difficult’ conversation.
- Learned how to set the stage for a constructive conversation by understanding the emotions each brings to the conversation to make challenging conversations less daunting and more constructive

See the ‘Difficult Conversations Workshop’ overview on Page 12



Emotional Culture Deck Know Yourself Workshop

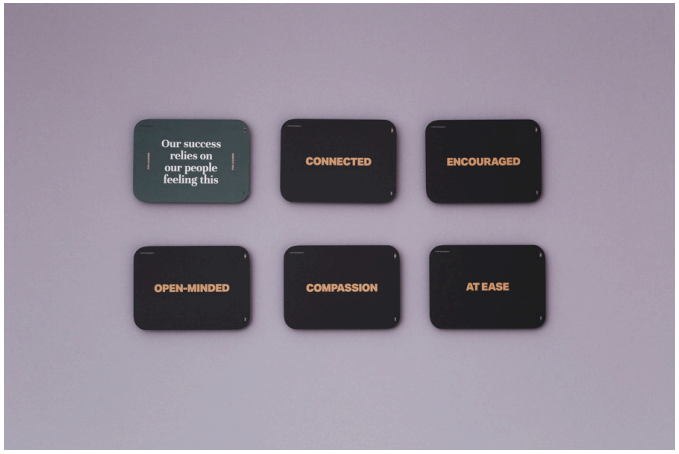
This workshop is designed to bring your leaders together and help them create a better connection and understanding of themselves and each other, which nudges them to develop and grow.

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

- Explore and learn about the role emotion plays in culture, our work and lives
- Become more compassionate and conscious of the impact of emotions at work
- Identify what is important for them as leaders to be successful at work.
- Identify how they do and do not want to feel at work, and what needs to happen to make that a reality.

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

- Define how we each individually want to feel and not feel at work as individual leaders
- Define the actions and behaviours that will support achieving those
- At the end of the session, we'll have completed the Know Yourself Canvas, which describes how we each want to feel as we lead our people.
- Plus the workshop is designed to ensure your leaders can walk away with confidence and facilitate similar discussions with their own teams.



Emotional Culture Deck Leaders Workshop

This workshop is designed to build on the Know Yourself Workshop. 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.

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

- Explore and learn about the role emotion plays in culture, leadership and high-performing teams
- Become more compassionate 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 3-4 hour workshop:

- Define how we collectively want our people to feel and not feel within our business units / teams
- 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.
- Plus the workshop is designed to ensure your leaders can go away with confidence and facilitate similar discussions within their own teams.

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.

Bespoke workshops

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

Each organisation faces unique challenges, and we also design bespoke workshops to help you tackle your specific challenges.

Following are some options that may be of interest.

STAKEHOLDER CHALLENGE

Stakeholder Engagement Workshop

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

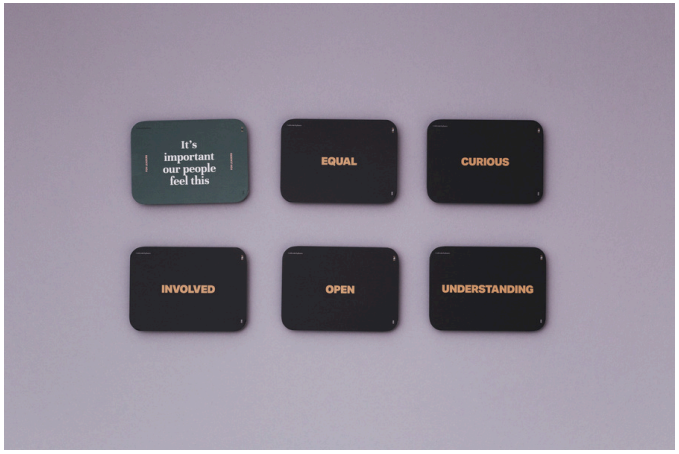
The objective of the workshop is:

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

Through this workshop we will help your team develop greater compassion 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 engaging 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



Exploring Change Workshop

The Exploring Change workshop is designed to bring your team together to get to the heart of current change management challenges.

The objective of the workshop is:

- Explore the emotional drivers, desires, and fears about current changes.
- Envisage the team's desired future state amidst the changes
- Formulate behaviours, actions and rituals to cultivate an optimal team environment

Through this workshop we will help:

- Your team adapt to change by discussing the emotional impact of the change.
- Provide a way for the team to understand and support each other through transitions, leading to a more resilient and united group.

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

- Teams explore how they are experiencing the current change and the existing risks and opportunities.
- Step into future state thinking and look at how the team want to work together through this change.
- Agree on what they need in order to be successful,
- Explore behaviours and actions to promote and manage the desired team environment

Difficult Conversations Workshop

Difficult conversations are inevitable. But when we consider and actively shape the emotions involved, we empower ourselves to navigate these challenging moments with greater skill and compassion.

The objective of the workshop is:

- To better prepare individuals for navigating difficult conversations
- Enhance emotional intelligence and understanding during challenging conversations

Through this workshop we will help your team use a framework to develop a plan for having a ‘difficult’ conversation, using a relevant experience.

How we’ll run the 3-4 hour workshop:

- Emotional Mapping: Understand the emotional states of each person to navigate the conversation better.
- Conversation Preparation: Learn how to set the stage for a constructive conversation to make challenging conversations less daunting and more constructive.
- Difficult Conversation Techniques: Learn some simple but effective techniques to help navigate and manage during the difficult conversation
- Post-Conversation Reflection: Review how the conversation went, what could be improved, and how to prepare for future discussions.

*We can easily design workshops for up to 30-40 people. If you want to facilitate larger sessions, the increase in price will be determined on how many people each session. 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 12*. I'll lend you the 12 decks we need to run the session.
Investment: A$3,500

*****

OPTION B: OWN YOUR DECKS

In this option, we'll plan and facilitate any workshop with a team of up to 12* AND you'll get to keep the decks used, so you can continue to use them with your team or other teams in the future.
Investment: A$4,500

*****

OPTION C: DIY

You can buy decks and run your own workshops. AND I'll meet with you one to one pre workshop for up to 3 hours to answer all your questions, and give you tips on how to best run the workshop yourself.

Investment: A$750* (does not include decks)

All prices exclude GST

Multi Workshop Fees

Includes 12 Emotional Culture Decks to keep

THREE WORKSHOPS
In this option, we'll plan and facilitate any three workshops with any teams of up to 12 people. This fee includes a total of 12 decks, plus two meetings (briefing and debriefing) for each workshop to plan the workshop and post-workshop activities.

Investment A$11,000

*****

FIVE WORKSHOPS
In this option, we'll plan and facilitate any five workshops with any teams of up to 12. This fee includes a total of 12 decks, plus two meetings (briefing and debriefing) for each workshop to plan the workshop and post-workshop activities.

Investment: A$18,000

Additional Meetings

Before the workshops, we'll meet to:
- Understand your goals, desired outcomes, and relevant future plans
- Discuss your current situation, any nuances and concerns in the team
- Discuss the workshop plan and how it is planned for the day
- Discuss potential elephants in the room to be aware of, manage or navigate.

Following each workshop, we'll meet to:
- Review the workshop and share our learnings and insights we gain from the workshop
- Plan potential next steps for how you might take what we uncover and learn during the workshop to keep the conversations alive and embed the output and learnings into the way your team work together.

*All prices exclude GST. All workshops must be completed within twelve months of the first workshop being held unless otherwise agreed. 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.

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

Designed by riders&elephants

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

– JEREMY DEAN, FOUNDER & DIRECTOR
RIDERS&ELEPHANTS

Designed by
riders&elephants

Delivered by

People Matter
COACHING & HR