

# Called to **CARE** for One Another

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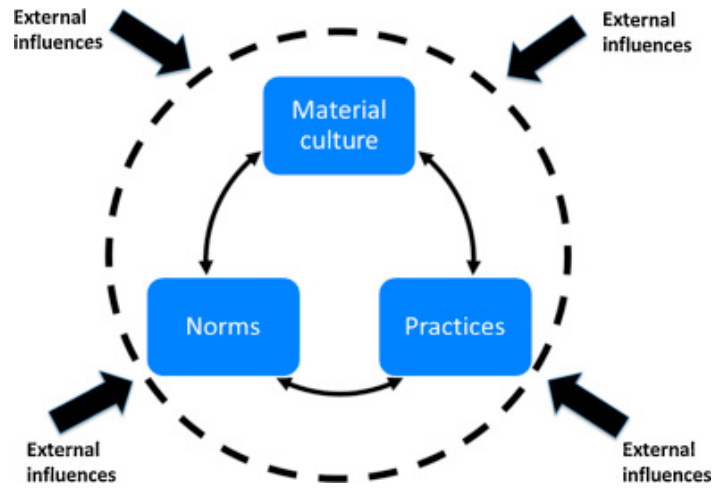
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# What is your greatest resource?



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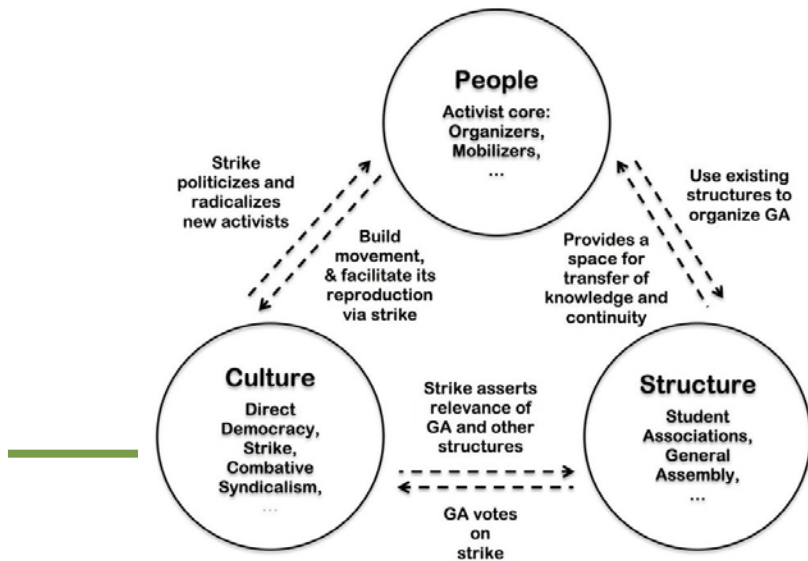


# What is Culture?



“Culture is everything we have, think, and do...”

~Gary Ferraro



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# Why is this important?

- Shared characteristics
- What is your greatest resource?
- Shared responsibility to **care for those who help us serve**

“...improving our employee experience is an important focus for us this year. We will continue cultivating a positive and productive work environment through education, conversation and celebrating accomplishments.”

~ **CH Dashboard Executive Summary**

“We can appreciate the skills, talents and gifts we bring to our work situation, whatever it is, and find meaning for our life through our jobs or volunteer commitments.”

~ **Model for Healthy Living**

“...we will use carefully the time and talents of those working with us and for us...”

~ **TCCN website**



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# Our Culture Journey: Caring for One Another

- Culture shaping consulting firm
- Concepts – a common language
  - Professional application
  - Personal application
  - Mirrored in Faith

<i>Be Here Now</i>	<i>Role of Thought</i>
<i>Moods</i>	<i>At Your Best</i>
<i>Appreciation</i>	<i>Blue Chip</i>
<i>Accountability</i>	<i>Shadow of Influence</i>
<i>Listening</i>	<i>Filters</i>
	<i>Assume Positive Intent</i>
	<i>Curiosity</i>

- Integration with our culture

## **An individual Calling...**

- **To Teach** – Nutrition Hub, workforce development, Westberg Institute, Perea
- **To Preach** – Faith Community Engagement, Development, Communications, ECHO
- **To Heal** – Medical clinic, optometry clinic, physical therapy, dental clinic, behavioral health

## **...With a shared Mission...**

...to reclaim the Church's biblical commitment to care for our bodies and our spirits.



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# Culture Mechanisms

**“Culture is everything we have, think, and do...”**

- Champions
- Program – daily reminders
- Role of leadership

**“Be the change you wish to see in the world.” - Ghandi**

- CATs (Culture Action Teams)
- Vehicle for training
- Pulse Survey



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# Will this work for you?

In short...not quite.

- Focus on your culture – what you “have, think, and do.”
- While specifics, mechanisms and results will differ, the principles of culture are universal
- Start from the heart – mechanisms, programs, and language have to represent **your people** to have an impact
  - Example: “Be Here Now” at Perea

## Considerations:

- Its challenging
- It takes time
- It takes buy-in
- Its worth it
  - Culture is always there



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# On a scale of 1-5, rate how well each of these statements describes your organization:

1= not at all well; 2= not very well; 3= somewhat well; 4= very well; 5= extremely well

THE ORGANIZATION IS FOCUSED ON:					THE ORGANIZATION FEELS LIKE:					TOTAL
COLLABORATION AND MUTUAL TRUST					A BIG FAMILY					CARING
1	2	3	4	5	1	2	3	4	5	

THE ORGANIZATION IS FOCUSED ON:					THE ORGANIZATION FEELS LIKE:					TOTAL
COMPASSION AND TOLERANCE					AN IDEALISTIC COMMUNITY OR CAUSE					PURPOSE
1	2	3	4	5	1	2	3	4	5	



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# On a scale of 1-5, rate how well each of these statements describes your organization:

1= not at all well; 2= not very well; 3= somewhat well; 4= very well; 5= extremely well

THE ORGANIZATION IS FOCUSED ON:					THE ORGANIZATION FEELS LIKE:					TOTAL
EXPLORATION AND CREATIVITY					A DYNAMIC PROJECT					LEARNING
1	2	3	4	5	1	2	3	4	5	

THE ORGANIZATION IS FOCUSED ON:					THE ORGANIZATION FEELS LIKE:					TOTAL
FUN AND EXCITEMENT					A CELEBRATION					ENJOYMENT
1	2	3	4	5	1	2	3	4	5	



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# On a scale of 1-5, rate how well each of these statements describes your organization:

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THE ORGANIZATION IS FOCUSED ON:					THE ORGANIZATION FEELS LIKE:					TOTAL
ACHIEVEMENT AND WINNING					A MERITOCRACY					RESULTS
1	2	3	4	5	1	2	3	4	5	

THE ORGANIZATION IS FOCUSED ON:					THE ORGANIZATION FEELS LIKE:					TOTAL
STRENGTH AND BOLDNESS					A COMPETITIVE ARENA					AUTHORITY
1	2	3	4	5	1	2	3	4	5	



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# On a scale of 1-5, rate how well each of these statements describes your organization:

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THE ORGANIZATION IS FOCUSED ON:					THE ORGANIZATION FEELS LIKE:					TOTAL
PLANNING AND CAUTION					A METICULOUSLY PLANNED OPERATION					SAFETY
1	2	3	4	5	1	2	3	4	5	

THE ORGANIZATION IS FOCUSED ON:					THE ORGANIZATION FEELS LIKE:					TOTAL
STRUCTURE AND STABILITY					A SMOOTHLY RUNNING MACHINE					ORDER
1	2	3	4	5	1	2	3	4	5	



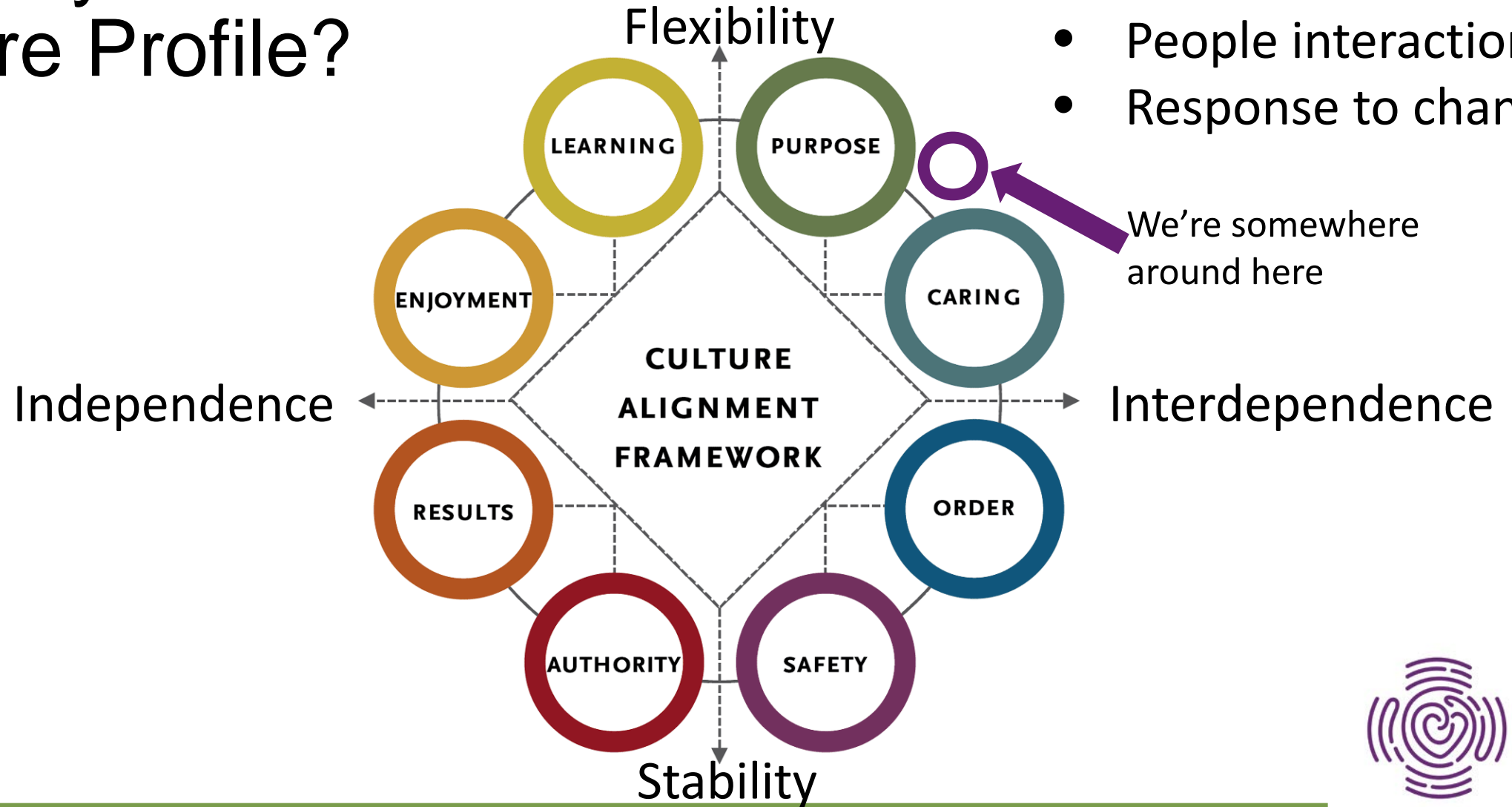
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# Culture Profile – what are your top 2?

- Highest rank:
- Second highest rank:



# What's your Culture Profile?



- People interactions
- Response to change

We're somewhere around here



CULTURE STYLE	ADVANTAGES	DISADVANTAGES
<b>CARING</b> Warm, sincere, relational	Improved teamwork, engagement, communication, trust, and sense of belonging	Overemphasis on consensus building may reduce exploration of options, stifle competitiveness, and slow decision making
<b>PURPOSE</b> Purpose driven, idealistic, tolerant	Improved appreciation for diversity, sustainability, and social responsibility	Overemphasis on a long-term purpose and ideals may get in the way of practical and immediate concerns
<b>LEARNING</b> Open, inventive, exploring	Improved innovation, agility, and organizational learning	Overemphasis on exploration may lead to a lack of focus and an inability to exploit existing advantages
<b>ENJOYMENT</b> Playful, instinctive, fun loving	Improved employee morale, engagement, and creativity	Overemphasis on autonomy and engagement may lead to a lack of discipline and create possible compliance or governance issues
<b>RESULTS</b> Achievement driven, goal focused	Improved execution, external focus, capability building, and goal achievement	Overemphasis on achieving results may lead to communication and collaboration breakdowns and higher levels of stress and anxiety
<b>AUTHORITY</b> Bold, decisive, dominant	Improved speed of decision making and responsiveness to threats or crises	Overemphasis on strong authority and bold decision making may lead to politics, conflict, and a psychologically unsafe work environment
<b>SAFETY</b> Realistic, careful, prepared	Improved risk management, stability, and business continuity	Overemphasis on standardization and formalization may lead to bureaucracy, inflexibility, and dehumanization of the work environment
<b>ORDER</b> Rule abiding, respectful, cooperative	Improved operational efficiency, reduced conflict, and greater civic-mindedness	Overemphasis on rules and traditions may reduce individualism, stifle creativity, and limit organizational agility



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# Culture Profile

Identify where you are

Identify where you want to go

Identify who you need to help you get there



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