

CULTURE
PARTNERS

Culture Alignment

WORKSHOP

PARTICIPANT GUIDE

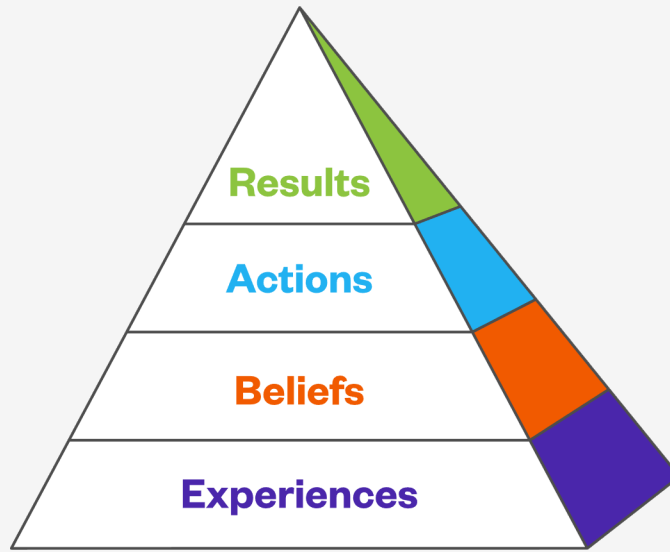


Our Key Results

CATEGORY	METRIC

How does what I do link to my organization’s Key Results?

The Results Pyramid®



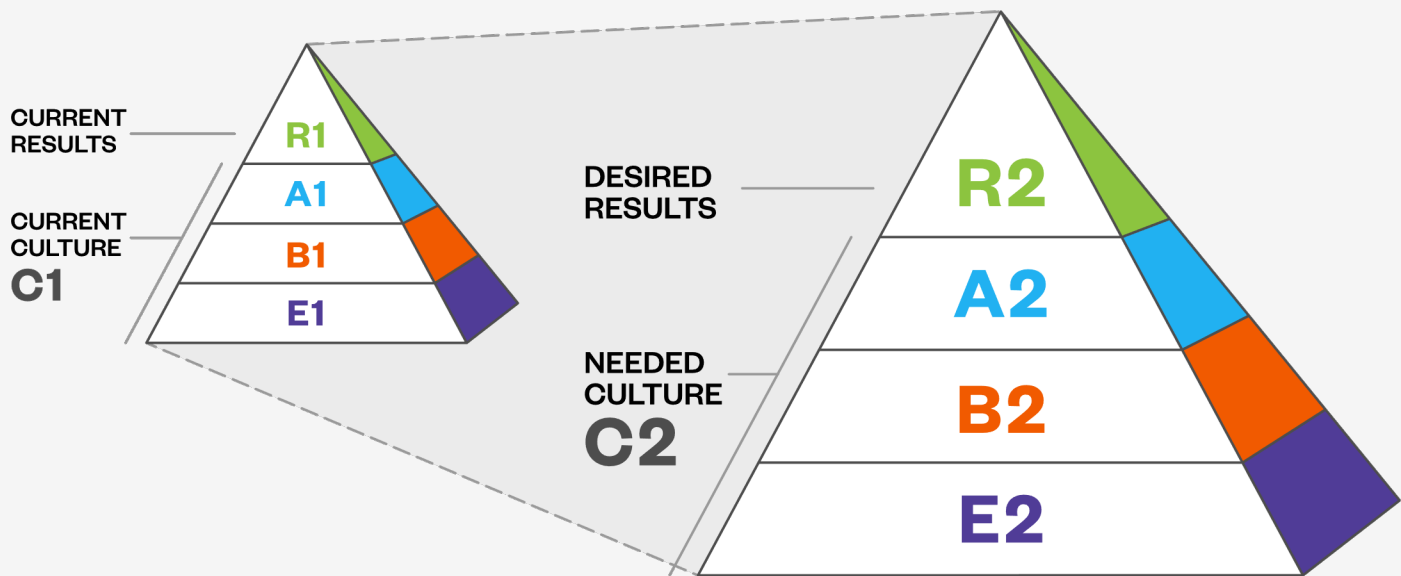
Experiences shape **Beliefs**, which drive **Actions** and **Results**

What broadly held beliefs are making it difficult to achieve any of your Key Results?

What do the beliefs need to be?

What experiences can you create to shape the existing beliefs to what they need to be?

Achieving R2 Requires a C2 Culture



C1

C2

R1	Current results, whether they are the results we want or not	➡	R2	Our desired results
A1	Actions people currently take that either assist or impede our quest for results	➡	A2	Actions we need to start taking that we have not been doing
B1	Beliefs people currently hold, many of which do not foster the actions we want people to take	➡	B2	The beliefs people need to hold to achieve R2
E1	Current and past experiences that are the basis for currently held beliefs	➡	E2	The new experiences needed to foster the desired beliefs

Describing the Cultural Shift

In terms of the way we think and act, consider what else is slowing us down, blocking our progress, or keeping us from achieving the results. Describe the needed shift from C1 to C2.

FROM C1	TO C2

Our Cultural Beliefs®

BELIEF

STATEMENT

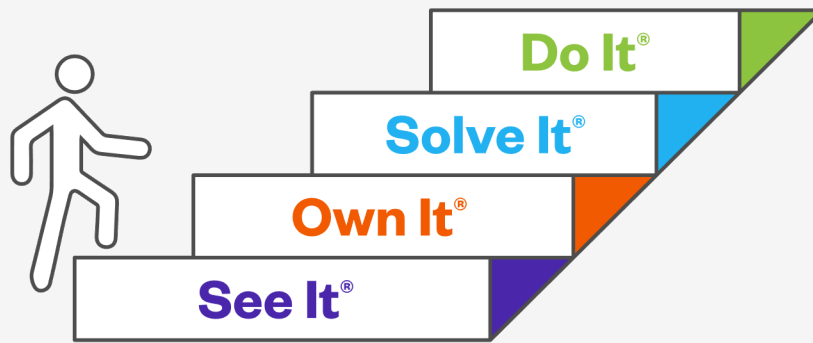
BELIEF

STATEMENT

BELIEF

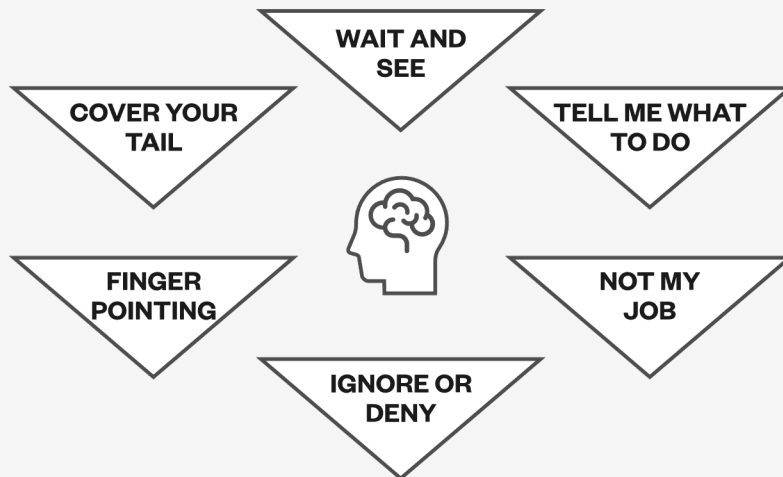
STATEMENT

Steps To Accountability[®]



ABOVE THE LINE[®]

BELOW THE LINE[®]



Culture Partners Definition of Accountability[®]

A personal choice to rise above one's circumstances and demonstrate the ownership necessary for achieving Key Results: to See It, Own It, Solve It, and Do It.

Playing the Blame Game

List the Below The Line® excuses you might hear people use to get off the hook for not achieving the result. The result we are working with is:



(Justify being unaware.)



(State whose job it is.)



(List “who” or “what else” could be blamed.)



(Identify conflicting priorities.)

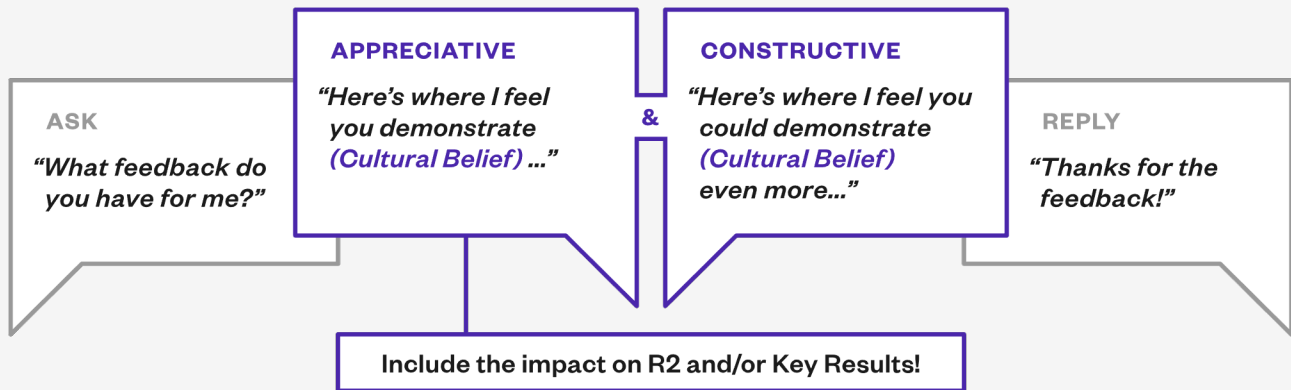


(Document/prove why you are not responsible.)



(Legitimize the need for more time.)

Focused Feedback®



Focused Feedback **IS...**

- Feedback on how people demonstrate the Cultural Beliefs®.
- Feedback given around R2 and/or the Key Results.

Focused Feedback **IS NOT...**

- General, non-specific feedback.
- A dialogue in which the person offering feedback is forced to provide examples in order to legitimize their perspective.



Focused Feedback® Exercise

1. Ask “What feedback do you have for me?”

2. Record **appreciative** feedback.

3. Record **constructive** feedback.

4. Say “Thanks for the feedback!”

Focused Feedback® Exercise

1. Ask “What feedback do you have for me?”

2. Record **appreciative** feedback.

3. Record **constructive** feedback.

4. Say “Thanks for the feedback!”

Focused Feedback® Exercise

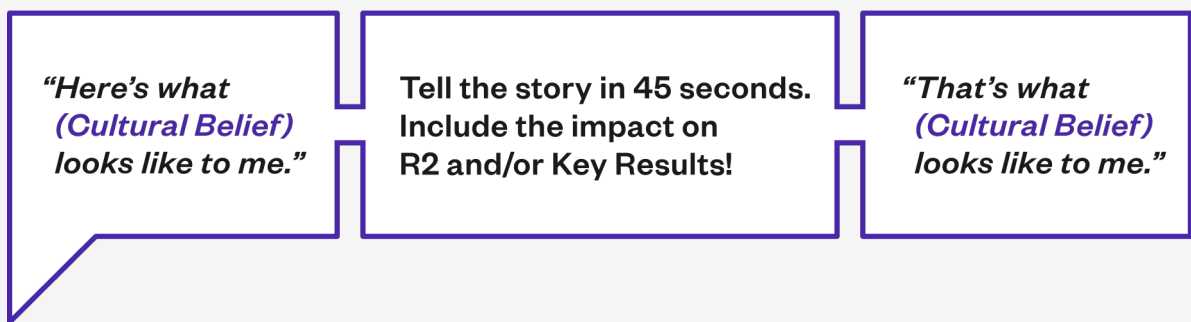
1. Ask “What feedback do you have for me?”

2. Record **appreciative** feedback.

3. Record **constructive** feedback.

4. Say “Thanks for the feedback!”

Focused Storytelling®



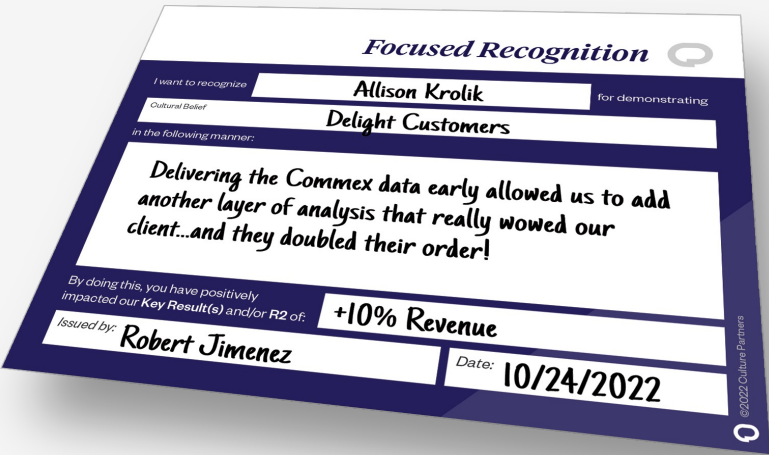
1. In the chart below, list your Cultural Beliefs® and identify a story for each (make sure to consider the impact on R2 and/or Key Results).

CULTURAL BELIEF	FOCUSED STORYTELLING

2. Practice telling the stories you identified using the story pattern at the top of the page. After each story is told, evaluate how well the pattern was used by providing both appreciative and constructive feedback.
3. Select a storyteller and a story to present to the larger group. Have the storyteller practice using the Focused Storytelling pattern, and coach on how it can be improved.

Focused Recognition®

Focused Recognition cards give personalized evidence that a C2 culture is being created. People often hang onto them as a reminder that others are seeing them demonstrate the Cultural Beliefs® and the C2 culture.



For your Cultural Beliefs, identify a person to whom you can give Focused Recognition.

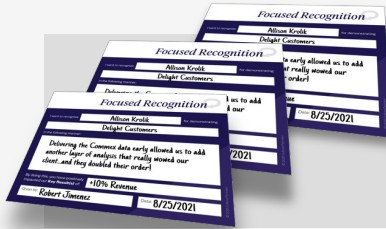
CULTURAL BELIEF	RECOGNITION RECIPIENT

Your Role in Activation

Weekly Integration Plan: 3-2-1

The recommended weekly plan for accelerated culture transition is called "3-2-1."

Each week:



Send

3 Focused Recognition cards

Everyone loves recognition! Encourage people to stay focused on forward movement toward your culture with this tool onsite (physical card) and virtually (form-fill PDF).



Have

2 Focused Feedback exchanges

Use the Focused Feedback model to seek and offer feedback around demonstrating the Cultural Beliefs® or contributing to achieving the Key Results.



Tell

1 Focused Story

Use the Focused Storytelling tool to spotlight people who demonstrate the Cultural Beliefs and impact the Key Results.

Like most new learning, putting these tools into practice can seem contrived. Don't worry, that's normal. The key is to have a plan like this and stick to it consistently for at least 30 days, so it becomes a natural part of your workday.

Notes

Notes

CULTUREPARTNERS.COM

© 2025 Partners in Leadership IP, LLC, an affiliate of Partners in Leadership, LLC d/b/a Culture Partners. All copyright and other intellectual property rights (collectively, "Culture Partners' Intellectual Property") in this Participant Guide are owned by and shall remain the property of Culture Partners. Culture Partners' Intellectual Property may only be used by, provided and/or distributed to those who have paid to participate in The Culture Alignment Workshop. Copying, modifying, translating, and/or making derivative works of Culture Partners' Intellectual Property is strictly prohibited.

