



THRIVE

LOVE YOUR CULTURE

A Culture Building Initiative



What is Culture?

In recent years, *'the way we do things around here'*, has become the preferred way to describe the culture of an organisation.

It suggests that an organisation's culture is uniform and consistent, that there is a way of doing things that we all agree with and support.

Our experience tells us however, that cultures can be more complicated than that. They can vary from site to site and from team to team and it may even be true to say, that the culture of a particular team can vary from time to time.

We prefer to say that culture describes the prevailing demeanour or disposition of a group of people.

Studies¹ have found significant links between culture and safety performance.



¹The relationship between safety culture, advice and performance, IOSH

"The stronger the culture, the less corporate process a company needs. When the culture is strong, you can trust everyone to do the right thing."

Brian Chesky



What is Culture Building?

In many organisations, the normal approach for dealing with a problem is to gather information about the problem.

Some organisations use problem solving techniques, such as root cause analysis or 5 Whys analysis, to study the problem and identify causes so that remedial actions can be taken.

Such techniques have great merit and are highly effective in dealing with some problems.

When it comes to improving culture however, we prefer a more solution-focused approach.

We prefer to focus on learning as much as possible about the solution with a view to developing resources and building the solution.

We prefer culture building to problem solving.



What is Thrive?

Founded on well-established solution-focused techniques, Thrive is an incremental, culture building process.

Thrive avoids a detailed examination of all that is currently wrong and instead, looks to transform your workplace culture by developing the resources lying dormant in your organisation.

Thrive is designed to complement any management system and involves the following steps.





1. Define

What is it you want?

If you had the culture you aspire to have, how would you know you had it?

We will facilitate a deep exploration of your cultural aspiration.

Supported by our understanding of the essential foundations for a positive culture, we will help you define your vision in detail.



2. De-construct

What does 'getting started' look like?

What needs to be different?

Who is going to do what?

We will help you to de-construct your vision to develop implementable steps and start the culture building process.



3. Develop

Coaches are the earthworms of culture change.

Coaches enrich the work environment and provide the favourable conditions needed for your culture to flourish.

We will help you grow your coaching capability and your capacity for high-performance engagements.



4. Measure progress

Our culture reflects how we feel about our work, the contribution we feel we make, the kind of relationships we have with those around us.

We will know that the culture has changed when we feel a change.

We will help you gauge whether the steps you are taking are having the desired effect.



5. Conserve

Left to fend for themselves, cultures can become disorderly; a process so gradual that it is almost imperceptible.

Plan to protect your evolving culture from harm by habitualising good practices.

We'll help you explore how adjustments to your management system can preserve the progress you have made.



6. Finesse

What's changed?

What's new?

What's next?

What needs to be done to refine your culture and keep it contemporary?

In short ...

Culture change has to come from within; it is not something that can be done to you.

Thrive is a facilitated process, founded on well-established solution-focused techniques.

Avoiding a detailed examination of all that is currently wrong, Thrive focuses instead on learning as much as possible about the solution with a view to building the solution.

Thrive involves culture building, not problem solving.

Contact us today to find out more.





See your culture flourish with Thrive. To find out more, please get in touch.

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"The best way to predict the future, is to create it."

Peter Drucker