

THE
BEST
CULTURE
WINS

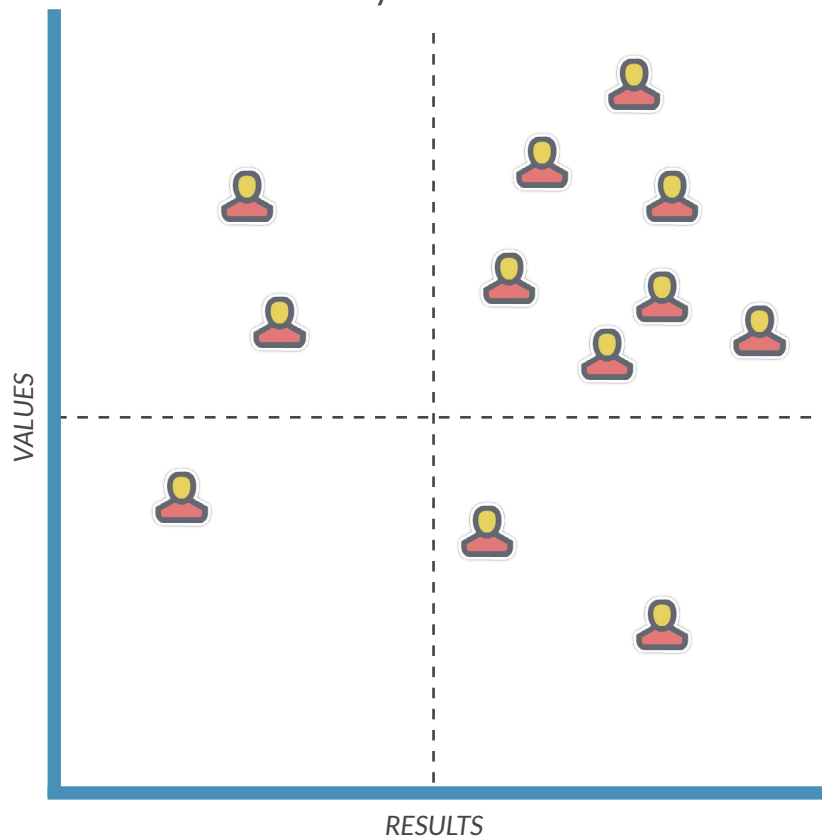
THREADS
CULTURE



WHAT IS CULTURE?

ORGANIZATIONAL CULTURE

- The combination of **core values** and **individual results**.
- The **strength** of your culture is determined by each person's contribution to your culture.



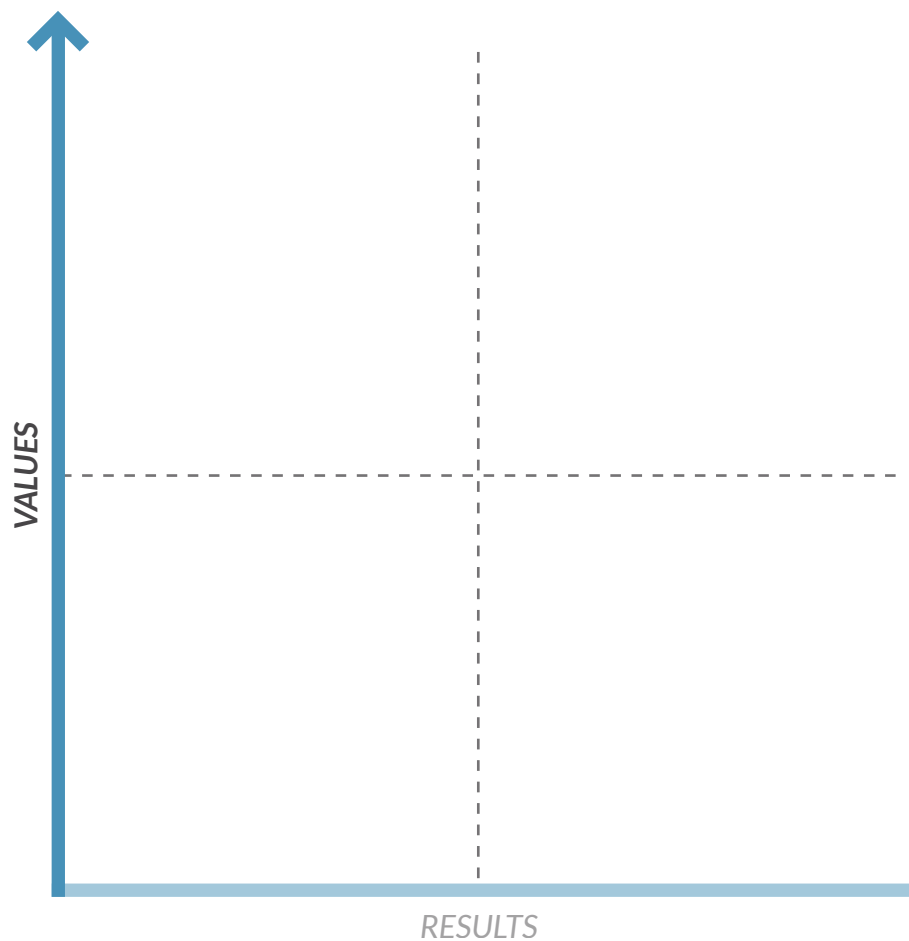
Need help **identifying your core values**?
Check out [Creating Your Core Values](#).



CORE VALUES

CORE VALUES

- Unique to your organization
- **Apply to everyone**, regardless of your job description

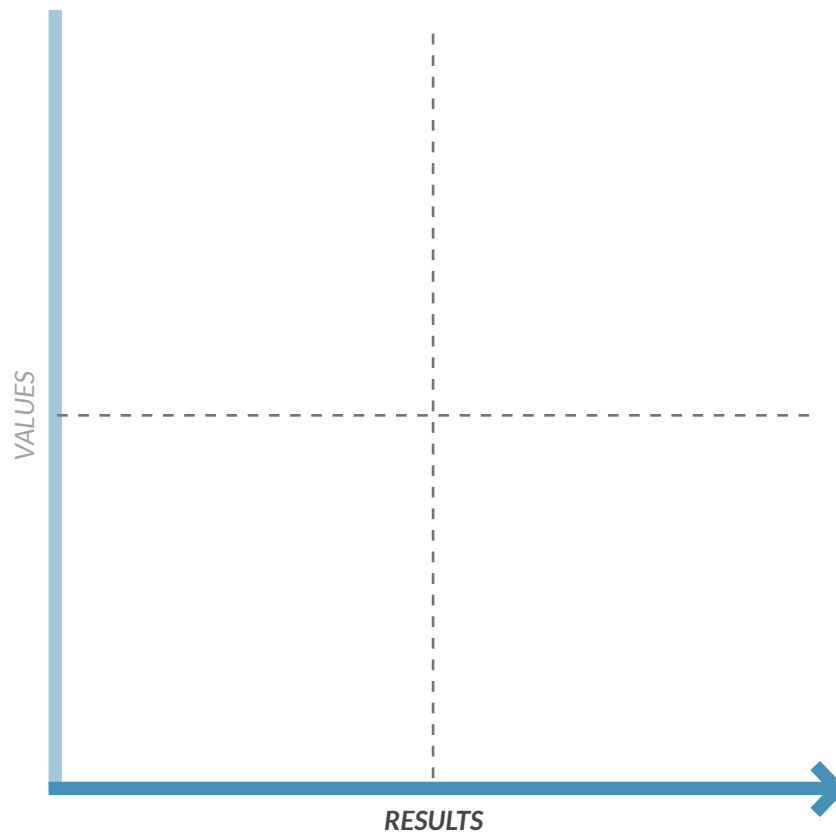




RESULTS

INDIVIDUAL RESULTS

- Unique to each job description
- The key performance measurables for each position



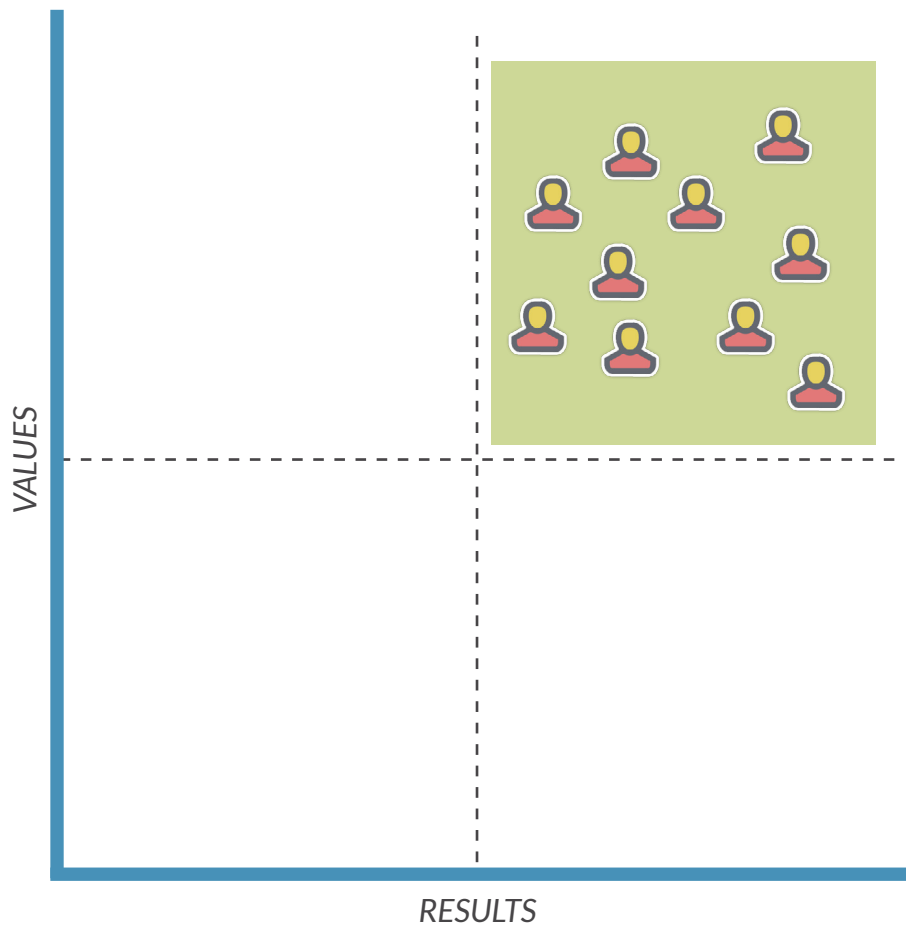
Need help [identifying individual results](#)?
Check out [The Expectations Playbook](#).



THE BEST CULTURES

EVERYONE IS BUILDING CULTURE

- Every person is working with the core values in mind.
- Every person is producing results.

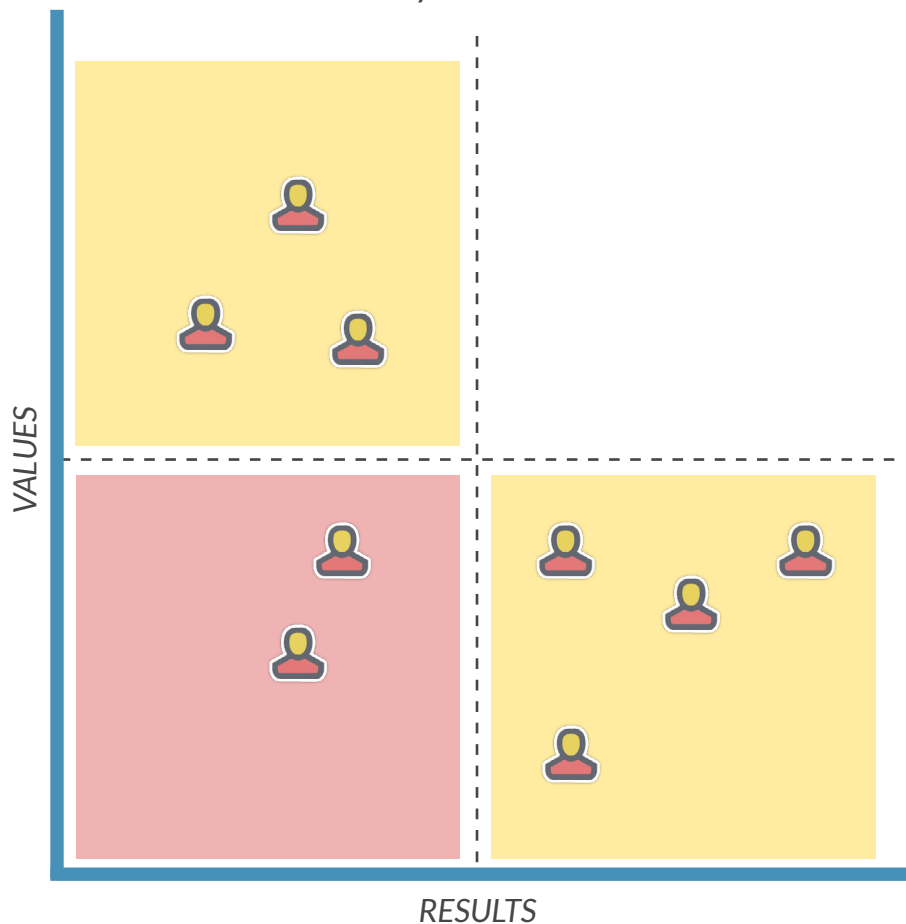




IMPROVE CULTURE

IDENTIFY THE PEOPLE DAMAGING YOUR CULTURE

- Communicate the new expectations and hold everyone accountable to your culture.



Need help [having those difficult conversations?](#)
Check out [The Truth About Difficult Conversations.](#)



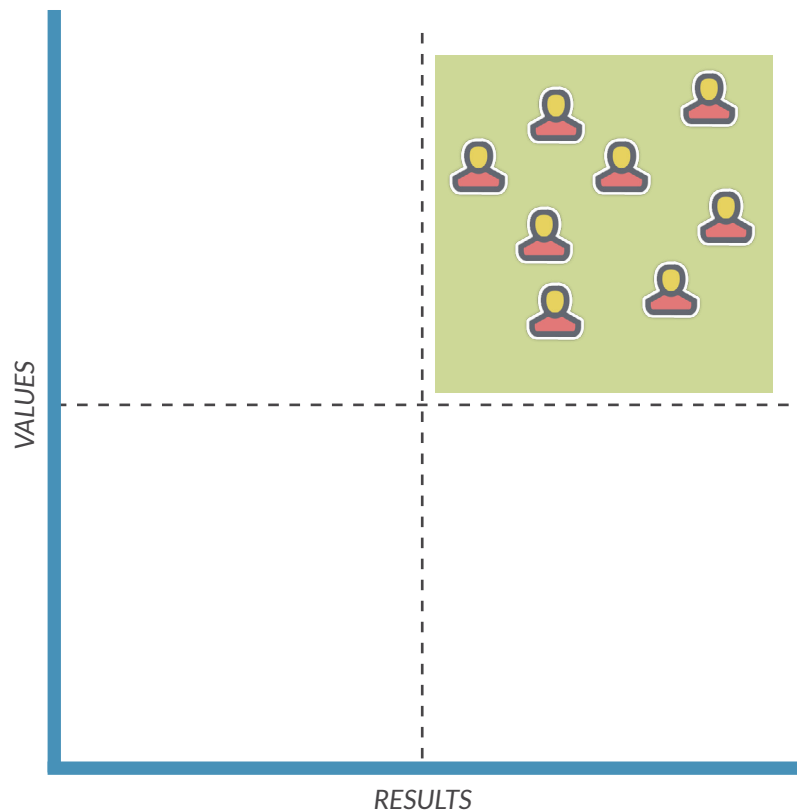
IMPROVE CULTURE

REWARD THE PEOPLE CONTRIBUTING TO CULTURE

- Pay increases, promotions and recognition should be based on positive contributions to culture.

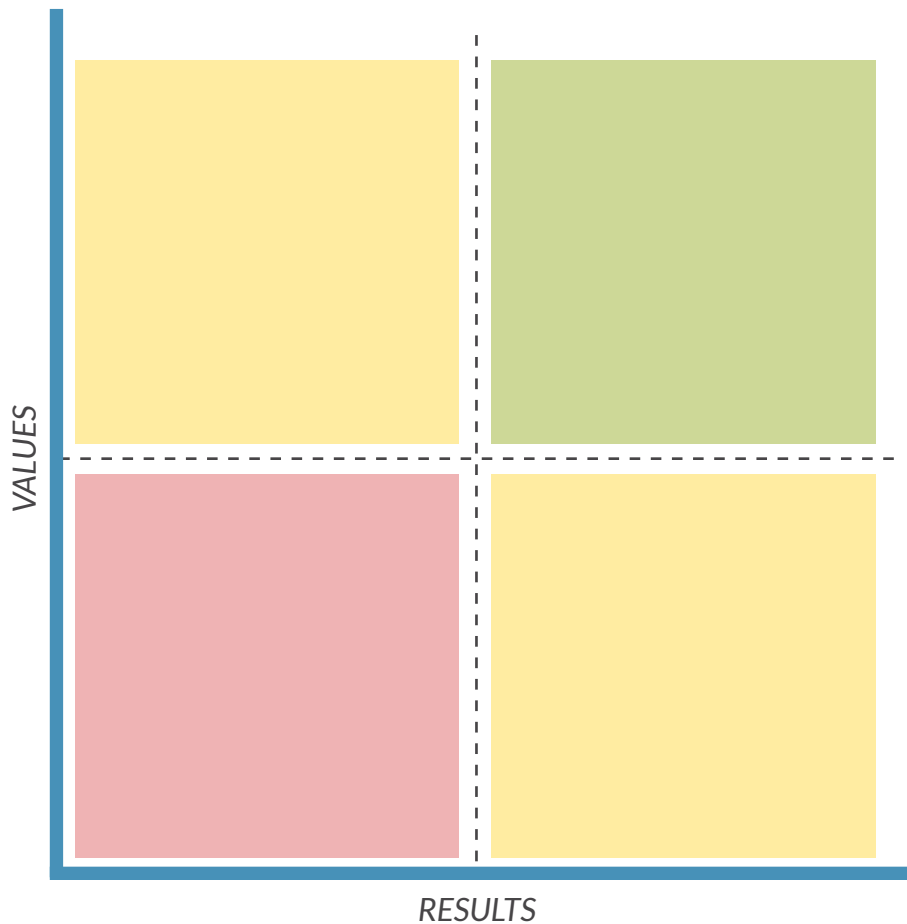
HIRE PEOPLE THAT WILL BUILD YOUR CULTURE

- Refine your interview process to determine if potential hires will fit with your culture.





YOUR CULTURE



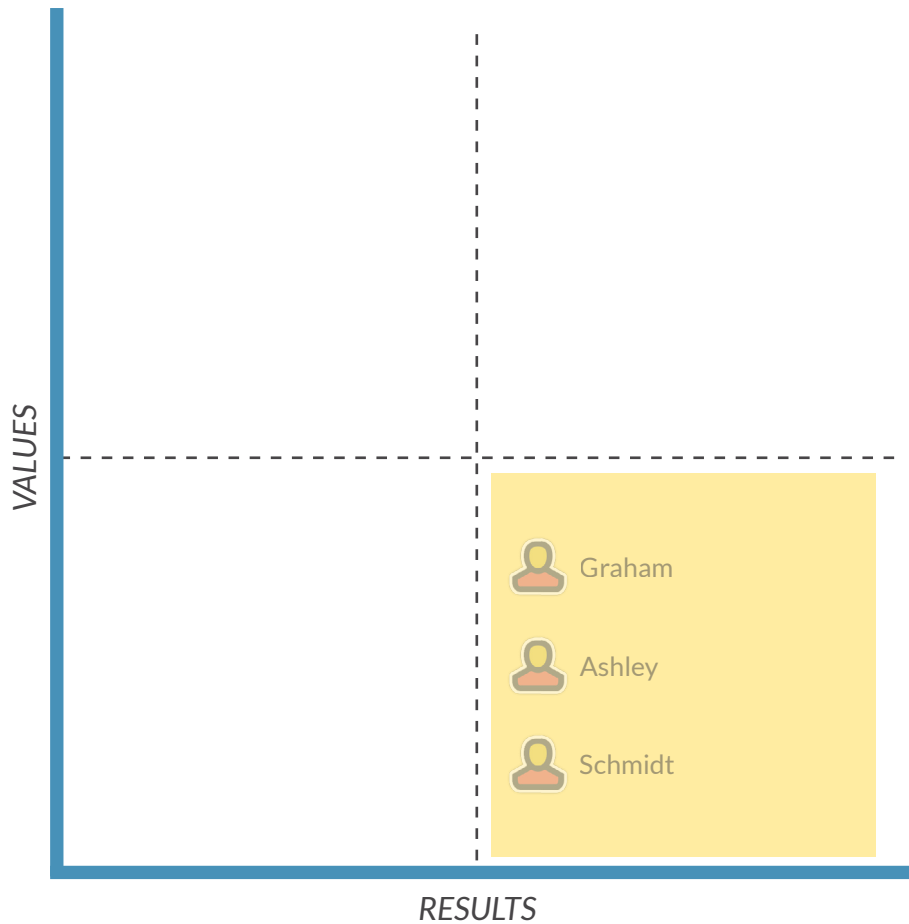
Plot the people in your organization on the Threads culture graph. How strong is your culture?



Need help with your [reviews](#)?
Check out [Reviews Done Right](#).



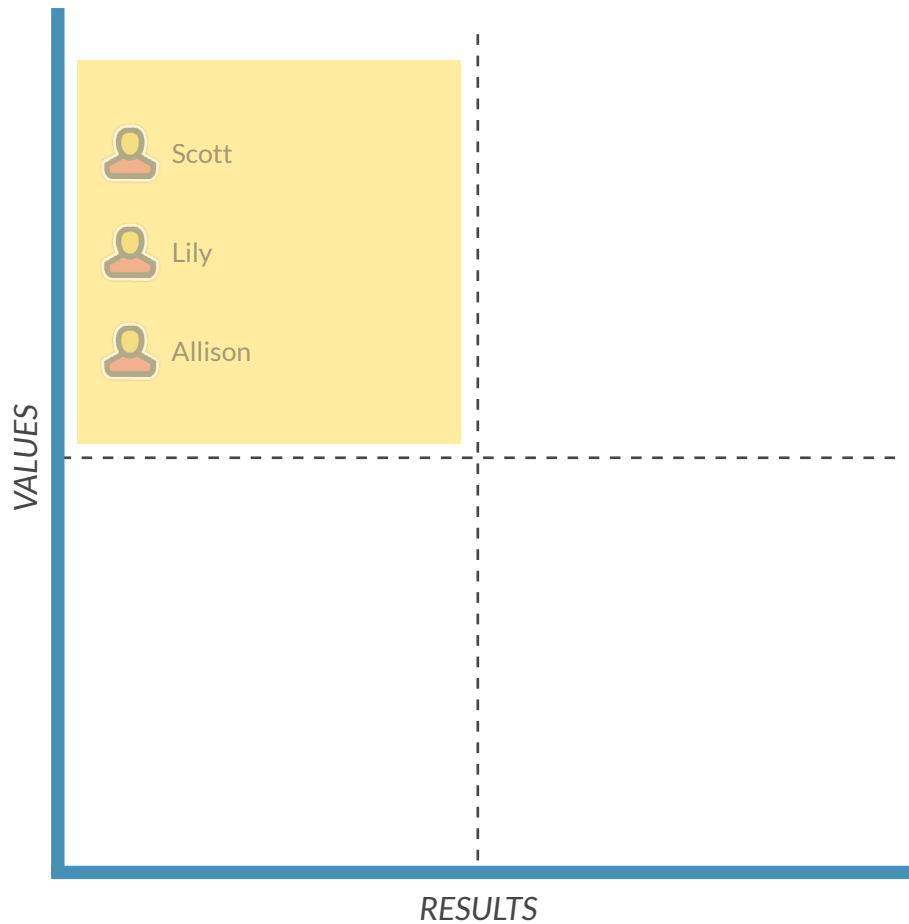
+RESULTS -VALUES



Identify people who are producing results, but aren't working with the organization's values in mind. How will you communicate differently with them?



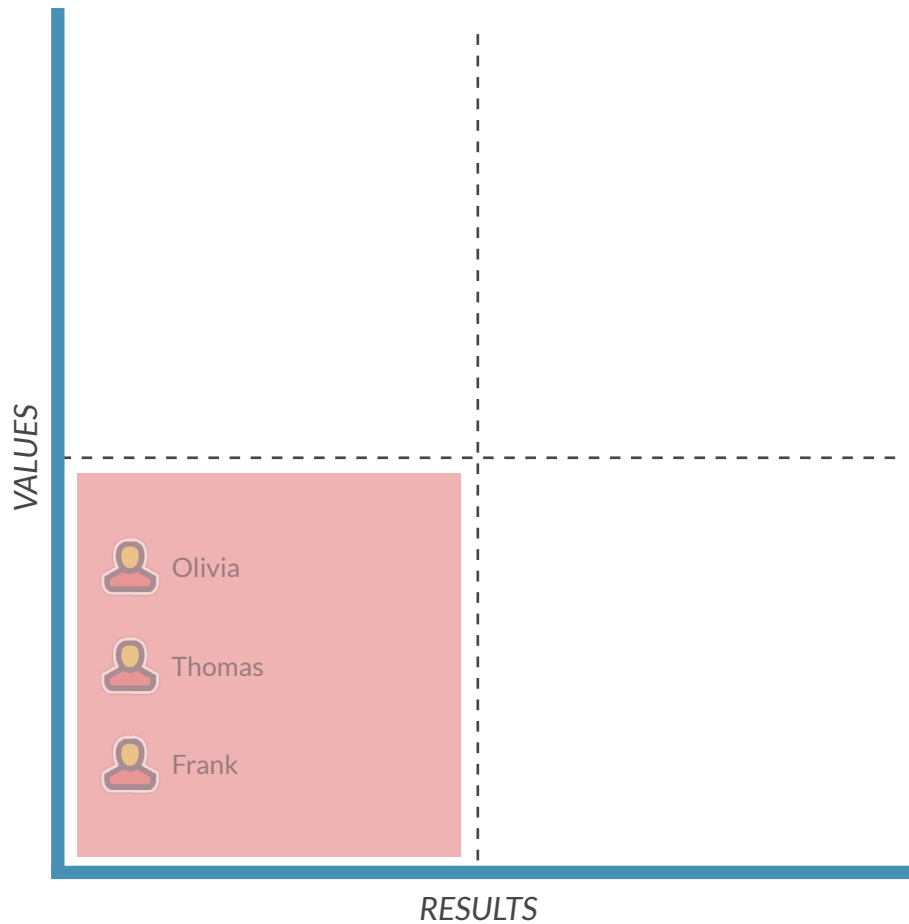
+VALUES -RESULTS



Identify people who have the organization's values, but aren't producing results. How will you communicate differently with them?



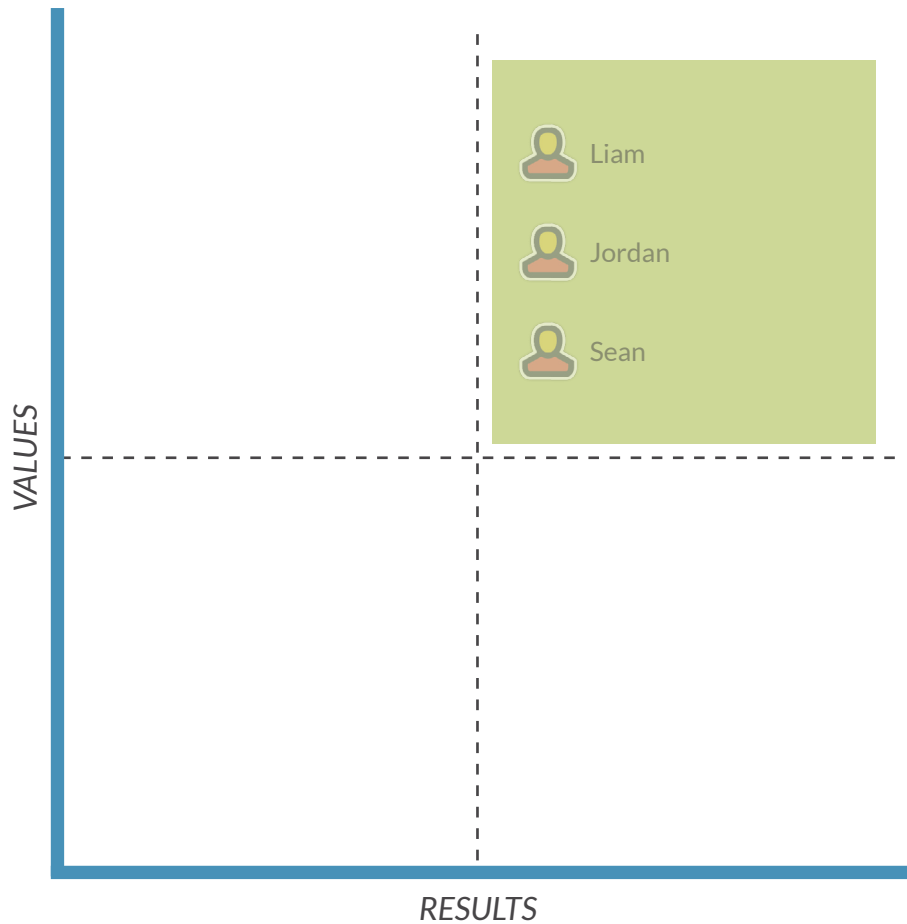
-VALUES -RESULTS



Identify people who aren't producing results and aren't working with the organization's values in mind. How will you communicate differently with them?



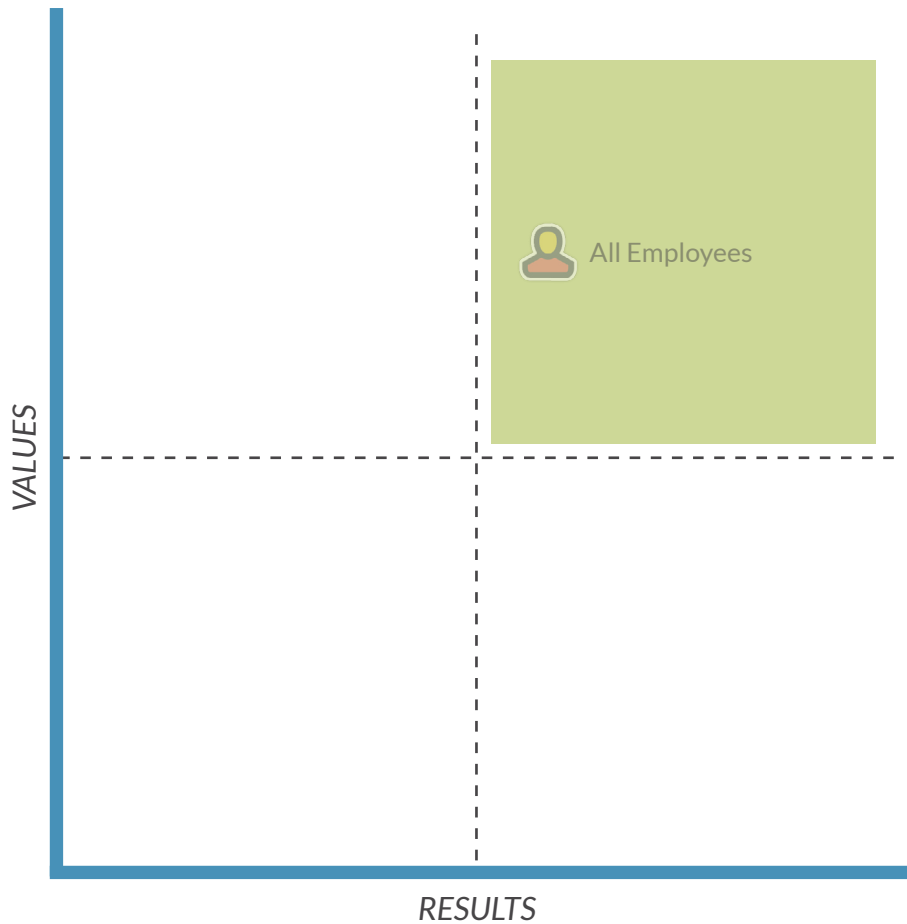
+VALUES +RESULTS



Identify people who are doing the most to build your culture. Are they being properly rewarded?



YOUR BEST CULTURE



What would your organization look like if 100% of your people were contributing to culture?



NOTES



If you have any further questions feel free to head over to our website or email us at contact@threadsculture.com.



COACHING SERVICES

CREATING YOUR CORE VALUES 3 HRS

The Core Values Exercise will walk you through the steps of establishing, enhancing and/or recommitting to, the core values of your organization. With the team(s) of your choosing, Threads will facilitate a hands on workshop, which will dive to the core of what makes your the company who you are. Once established, your core values will guide your organization in setting clear expectations to recognize, coach and/or hold accountable to your culture.

BEST CULTURE WINS 1 HR



High performing cultures are not determined by who has the most flavors of free soda! What it really takes may surprise you. Designed to inspire action, this presentation will share personal experiences on what it takes to make and break a thriving culture.

THE CORE VALUES COMMITMENT 1 HR

At the end of the day, what makes or breaks an initiative is how well it is supported and modeled, by the leaders of the organization. In this session, leaders will discuss the level of commitment it takes to create and support a thriving culture - creating a symbol that will signify their unity and commitment.

BRINGING CORE VALUES TO LIFE 1 HR

"I'll believe it when I see it!" Putting your values front & center, infusing them into all aspects of the organization, is key to culture enhancement. From concept to communication, our Threads Coaches will share the importance of visuals, imagery and storytelling, as they pertain to your core values and will guide your steps into this crucial and often forgotten component of engagement.

THE EXPECTATIONS PLAYBOOK 1 HR

Regardless of your position, as an employee, you want to know what is expected of you. This hands on workshop will walk you and your team through the steps of creating measurable results criteria for every position in your organization.

PRE-REVIEW PEP TALK 0.5 HRS

Review day is a big day for employees and managers alike. It is the day when all of the hard work or lack thereof is formally captured and communicated. Conducted in either group or individual sessions, your Threads Coaches will work with you to ensure you are ready to deliver and communicate real results.

REVIEW YOUR REVIEW PROCESS 1 HR

Organizations commit a significant amount of time and money on their review process. Because of this, one would think that this process would be solid, effective and looked upon as a treasured event. In fact, it is just the opposite - reviews suck! They suck for leaders and employees alike! During this session, we will review your review process and identify what is keeping people from making this a valuable and sought after process.

THE TRUTH ABOUT DIFFICULT CONVERSATIONS 2 HRS



Designed to encourage and inspire, this session focuses on the 3 kinds of conversations you'll have: the one with yourself, the one with others and the one you allow others to have with you.

COMMUNICATING FROM YOUR CORE 1 HR

Consistent flow of open and honest communication is key to a dynamic, high performing culture. This session focuses on what it takes to give and receive effective feedback, leaving you and your team(s) prepared for the level of communication required to build a dynamic and thriving culture.

REVIEWS DONE RIGHT 1 HR



Conducted prior to your review period, your Threads Coaches will share best practices for creating and conducting performance reviews. In addition, we will work with your leaders to ensure their reviews are an accurate reflection of employee performance and culture alignment and completed on time.

IT'S NOT THE RATING SCALE 1 HR

This presentation points out the downfall of traditional scales and the fallacies in the upgrades that have happened over the course of time. Dive into the Threads rating scale, with real examples of how the scale, when used correctly, will bring desired results.

YOUR FEEDBACK MATTERS 1 HR



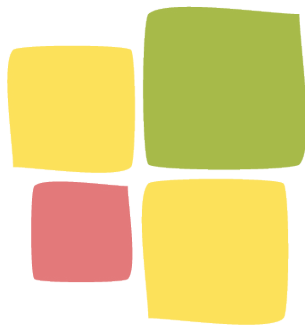
Feedback is an essential part of the success of an individual, team and organization. Not only is important to hear feedback, it is also important to capture it in the form of documentation. In this session, we will discuss all aspects of giving and receiving feedback, including best practices for documenting.



Learn more about [Threads Coaching](#) or email us at contact@threadsculture.com or call us at 319-236-0100



SHRM & HRCI Certified Training



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