

CREATING AND
LIVING IN A
CULTURE OF
POSITIVE GROWTH



WHAT IS A CULTURE OF POSITIVE GROWTH?

- Culture – Collection of beliefs upon which people shape their behaviors.
- Culture of Positive Growth – Collection of Beliefs based on deeper issues of how people feel, how they relate and how they work being as important as what they know or produce.



A CULTURE OF POSITIVE GROWTH...

... BUILDS PEOPLE.

WHAT DOES A CULTURE OF POSITIVE GROWTH LOOK LIKE?



- **Provides a Safe Environment where Trust is Built & Maintained**
- **Focuses on Learning**
- **Supplies Continuous Feedback**

WHY DOESN'T EVERYONE USE A POSITIVE GROWTH CULTURE APPROACH?

- Performance-driven culture is predominant
- Requires energy & commitment to *people*, not product
- Conflict-adverse culture



HOW CAN WE BUILD A CULTURE OF POSITIVE GROWTH?

Establish a Collective Set of Core Values/Guiding Principles

- Agree on your purpose/vision
- Identify the values that express who you are at your very best
- Inform, Repeat, Reinforce





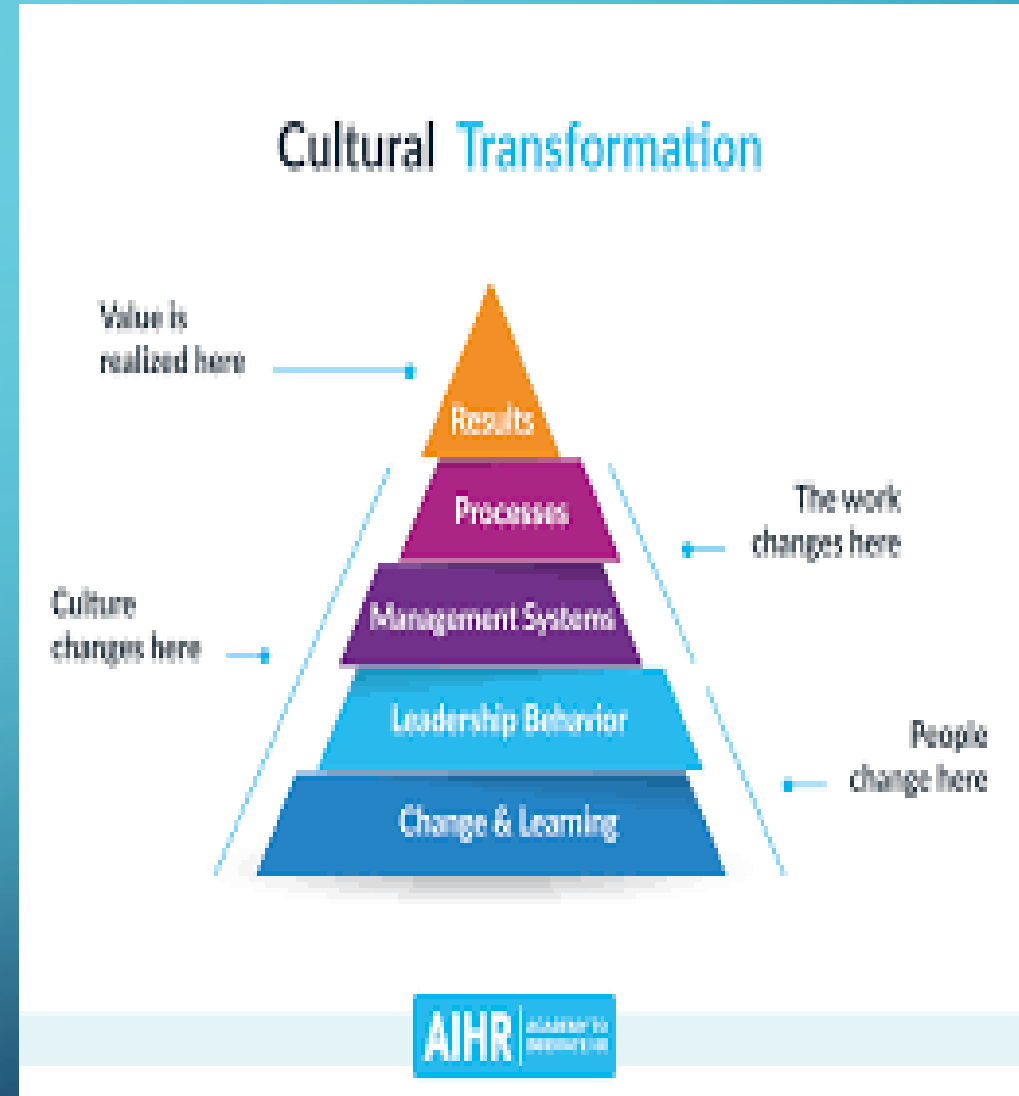
Let's do it!

- 1. What is important to us to in time together?
(Values)**
- 2. Organize ideas into categories**
- 3. Combine, choose top 5-6 values, wordsmith to
make them memorable and useable**
- 4. Talk About them, Repeat and Reinforce**

CULTURE CHANGE TAKES TIME....

Changes in people,
plans and processes
take time...

Results takes time,
commitment and
patience...



HOW DO WE INSPIRE PEOPLE TO CHANGE?

- **Build & maintain an atmosphere of safety & trust means....**



- **Accept Differences**
- **Facilitate discussion**
- **Maintain Confidentiality**
- **Address Conflicts**
- **Model vulnerability**



- Leaders model the culture
- Recognize the balance of challenge & nurture
 - Encourage & Embrace Change



HOW?

 Provide continuous learning without judgement

 Offer manageable experiments to try new behaviors with limited risk

 Provide continuous feedback

 Recognize and celebrate the value and importance of every member.

Culture is like the wind. It is invisible;
yet its effect can be seen and felt.

-BRYAN WALKER



BARRETT VALUES CENTRE

