

Build A Fearless Workplace Culture Online Workshop Series – Program Content & Details

Master the eight most critical elements of workplace culture.

Through the live virtual program, you'll learn the skills, mindsets, and tools to help you and your team work faster and smarter together.

The course will take place for two and a half hours, every week, on Tuesdays from 12:00 pm to 2:30 pm US Central Time. [Check your local time.](#)

Start date: October 6, 2020 **End date:** December 1, 2020.

The 8 Modules – Content & Dates



Date: October 6, 2020

Content:

- What is purpose, and why it matters?
- The differences between purpose, mission, and vision
- How to craft a company purpose
- Evaluating your purpose
- Best practices and examples
- How to design a team purpose
- Validate your purpose



2

Core Values Workshop

Define principles
that advance
positive behaviors.

Date: October 13, 2020

Content:

- What are core values and why it matters?
- How to define your company values
- The problem with core values – action versus words
- Examples of company values
- How to cascade your core values across your team or company
- Stress-proof your core values
- Reviewing and selecting effective core values
- Design an experiment

3

Psychological Safety Workshop

Build a culture that
promotes participation and
innovation, not silence.

Date: October 20, 2020

Content:

- What makes or breaks high-performing teams
- What is Psychological Safety and what it's not
- Best practices and how to measure it
- How to promote Psychological Safety in your team
- Moving your culture from fear to fearlessness
- Psychological Safety versus trust
- Tools to build a fearless culture
- Design an experiment



4

Feedback Workshop

Create a culture of feedback to help people learn from each other.

Date: October 27, 2020

Content:

- Why companies are ditching annual performance reviews
- 5 methods to share feedback as a team
- Shift #1: from providing to asking for feedback
- Shift #2 from manager-to-employee to peer-to-peer
- Shift #3: from occasional to regular feedback practices
- Tools and exercises to build a culture of feedback
- Design an experiment to test in your company

5

Rituals Workshop

Design team rituals to drive enduring behavioral change.

Date: November 3, 2020

Content:

- What are team rituals, and why they matter?
- Team rituals versus habits: differences and structures
- How successful organizations use rituals to increase performance and engagement
- How to design team rituals to accelerate change
- The power of rituals for remote teams
- Inspiration from sports and other disciplines
- Design and test rituals in your team



6

Meetings Workshop

Design and facilitate meetings people love to attend.

Date: November 10, 2020

Content:

- Why meetings are how teams get work done
- Map and assess your existing meetings: eliminate, reduce, and improve
- Increase engagement in virtual meetings
- How to drive participation in face-to-face meetings
- Get rid of unnecessary meetings
- The problem with mandatory meetings (and what to do about it)
- Design more effective meetings
- Experiment to bring to your company

7

Decision-Making Workshop

Learn to make faster, smarter decisions.

Date: November 17, 2020

Content:

- The issues with making decisions at work
- Clarifying how decisions are made
- The eight-methods for decision-making: pros and cons
- Selecting which method to use when and by whom
- Driving alignment on how decisions are made
- Map your decision-making culture: autonomy and alignment
- Design how to test new methods with your team



8

Norms & Rules

Clarify expected behaviors
without hindering
autonomy and creativity.

Date: December 1, 2020

Content:

- The problem with company rules and what you can do about it
- Rules that limit versus those that
- Assess and improve your workplace norms
- How to simplify rules
- Learn how to design effective company rules
- How to clarify expected behavior without hindering accountability
- Create an experiment to implement in your company

Only 12 spots available per Module

[Sign up now](#)

If you have any questions, please reach out:

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