

VALUES TO VISION

*The Power of Intentional
Culture in Public Health*



A stylized, light-colored leaf graphic is positioned on the left side of the slide, extending from the top left towards the bottom left. It consists of several elongated, pointed leaves arranged along a central stem.

Session Objectives

- Describe practical strategies to clarify vision and align leadership behaviors
- Increase understanding of how intentional culture is shaped and integrated
- Identify leadership behaviors that build (or erode) culture
- Identify “Fundamentals” that reflect your desired organizational culture

What is the best workplace culture
you have ever experienced?

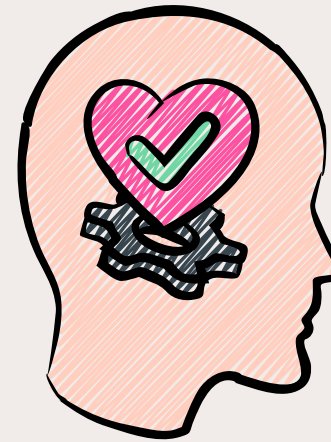


ELEMENTS OF CULTURE



Behaviors

What people actually do....



Beliefs

Mindsets and assumptions...



Shared Experiences

Stories and history...



Reinforced Norms

What is tolerated or rewarded...

“

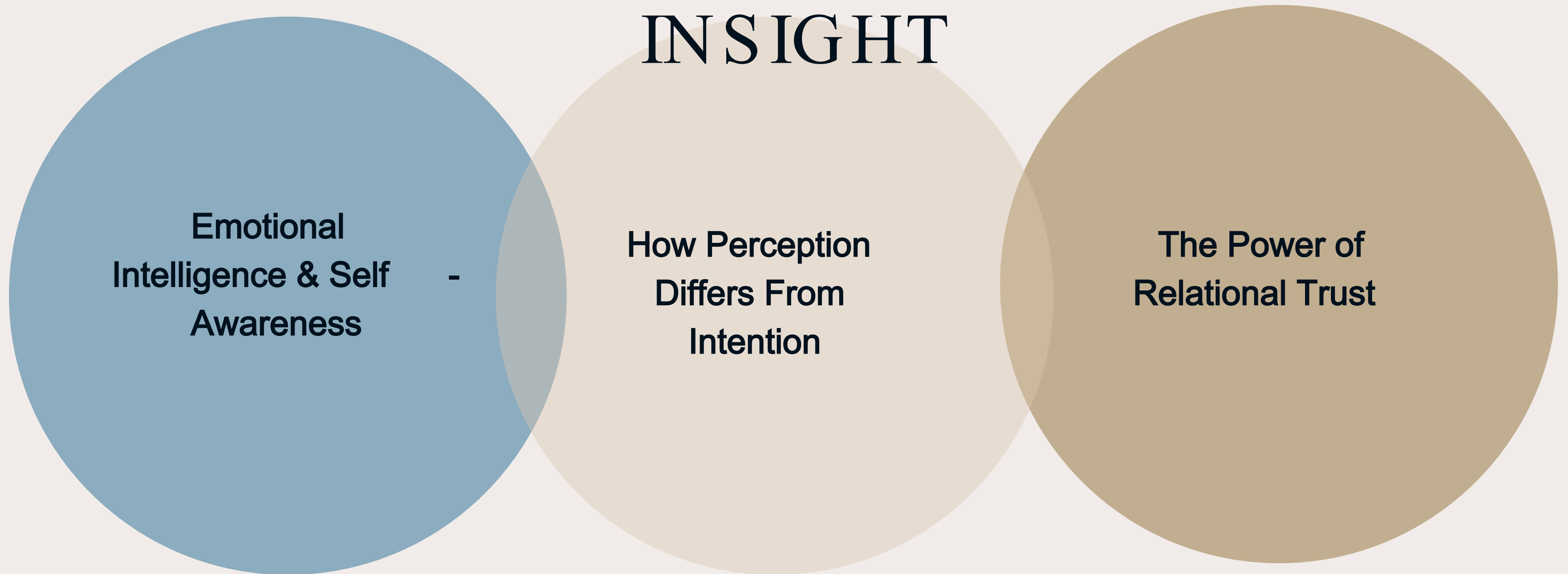
The culture
of any
organization is
shaped by the worst
behavior the leader
is willing to tolerate.

– Gus Lee



”

INTERPERSONAL INSIGHT



Culture is not what you say. It's what people experience repeatedly.



**“How a leader sees
people is far more
important than anything
else he or she does or
says”**

**~Leadership and Self -
Deception, Arbinger Institute**

Radical Self-Awareness



A decorative graphic on the left side of the slide, consisting of several stylized, elongated leaf shapes arranged in a vertical, branching pattern. The leaves are a light beige color, matching the background, and are outlined with thin, darker beige lines.

Self-Reflection

- What is one behavior you model - intentionally or unintentionally - that shapes culture on your team?
- This is your leadership signal....

A decorative background featuring a stylized, light-colored leaf pattern on the left side, transitioning into a solid blue gradient on the right. The leaves are detailed with fine lines and are arranged in a vertical, branching manner.

IMAGINE....

A team united around passion and
purpose

Culture by Design



**Culture is the commonly -held
set of values and principles
that show up in the everyday
behavior of people**

David J. Friedman

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What are ‘Fundamentals’?

Definition:

Fundamentals are the non-negotiable actions that reflect your desired culture.

Examples:

- Practice blameless problem-solving
- Speak honestly with care
- Assume positive intent
- Address conflict directly
- Honor commitments

Examples of

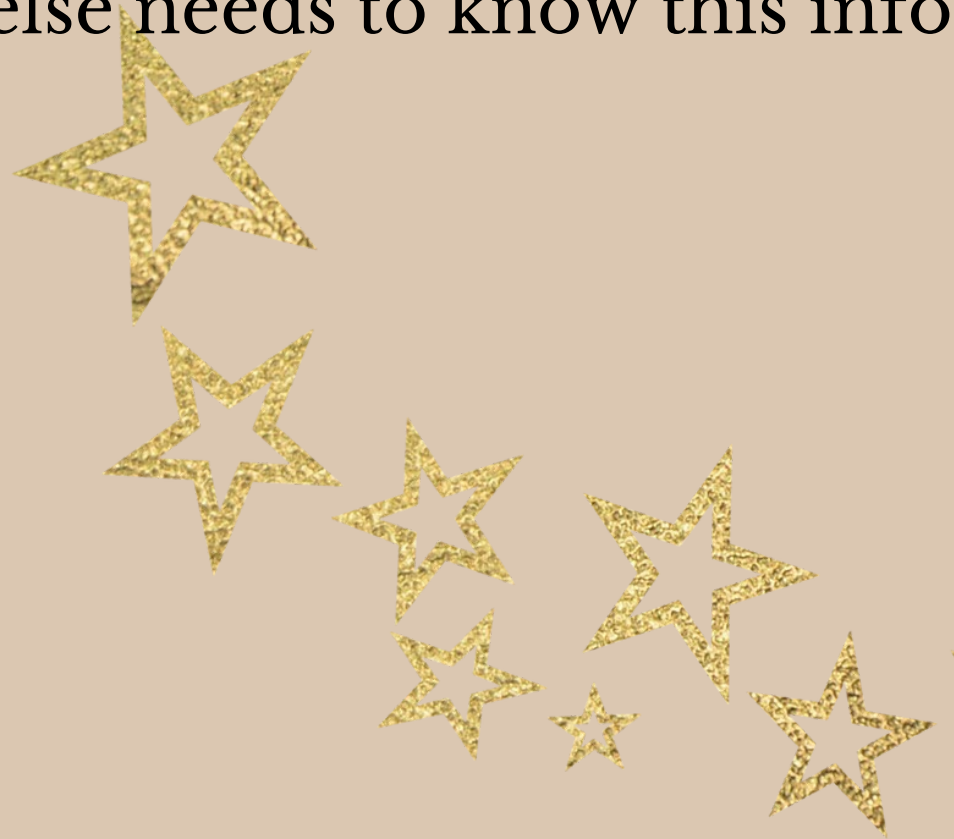
Fundamentals

Honor Commitments. Do what you say you're going to do, when you say you're going to do it. This includes being on time for all phone calls, appointments, and meetings. If a commitment can't be fulfilled, notify others early and agree upon a new deliverable to be honored.

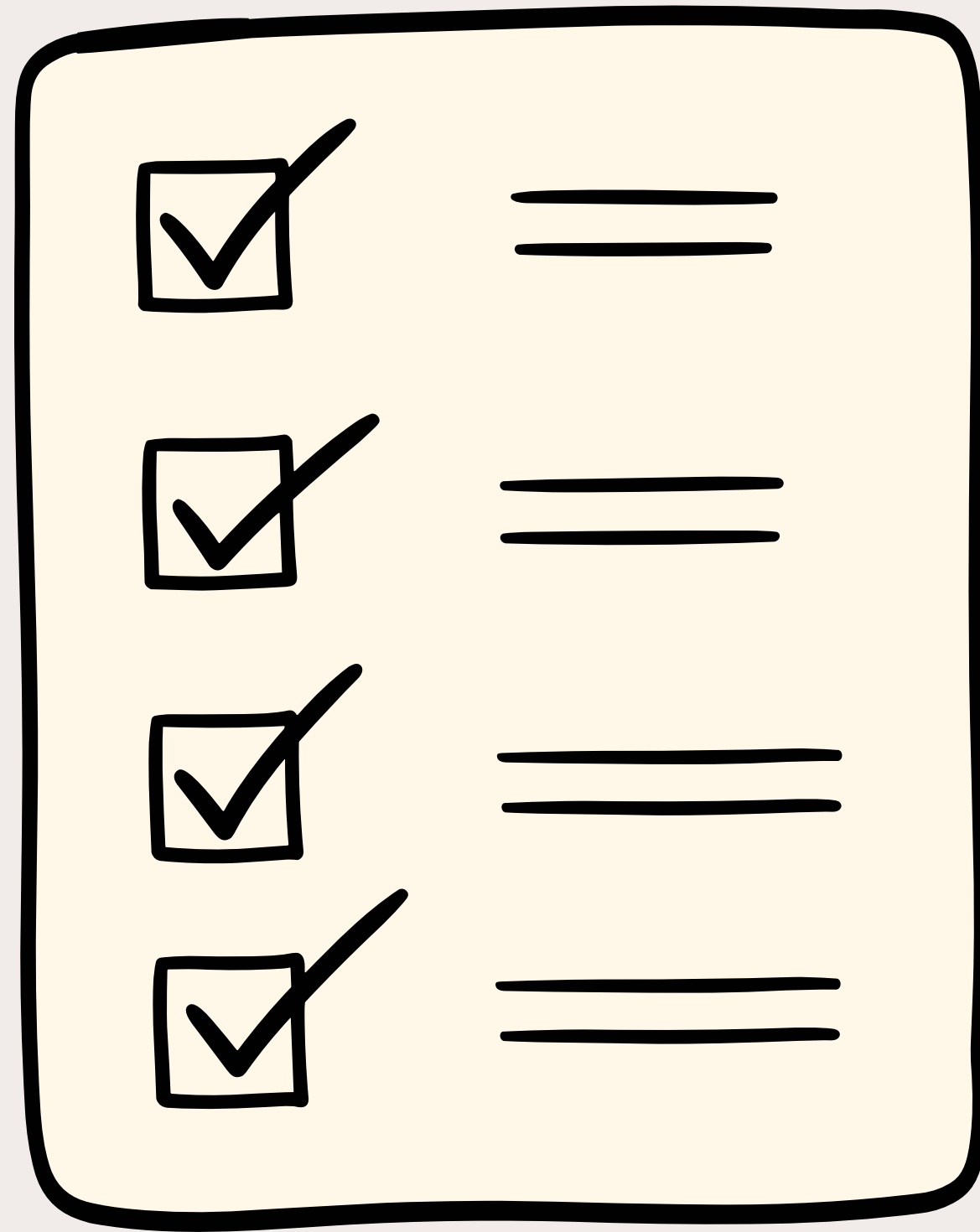
Assume Positive Intent. Work from the assumption that people are good, fair, and honest, and that the intent behind their actions is positive. Give people the benefit of the doubt.

Share Information. Be intentionally collaborative with your communication. With appropriate respect for confidentiality, share information freely. Learn to ask yourself "who else needs to know this information?" and "what information do I need to know?"

Be prepared. It is our personal and professional responsibility to demonstrate readiness, preparedness, and flexibility to respond to public health emergencies and day to day work. Working in public health requires us to adapt to changes in priorities.



WRITING EXERCISE



A hand-drawn notepad with a thick black border. Inside, there are four rows. Each row starts with a square box containing a checkmark, followed by two horizontal lines for writing.

- What are the things that if done consistently would make your department amazing?
- What are the things that drive you crazy when you see them happening? What is the opposite behavior that you want to see?
- Think about the staff you'd like to clone. What do they do that you would like to see throughout your agency?



Putting Fundamentals Into Action

The Health Department of
Northwest Michigan Experience....

- Selecting people who are the right fit
- Integrating new hires into the culture
- Communicating the culture throughout the health department
- Coaching to reinforce the culture
- Leading by example
- Driving accountability



DISCUSSION

Knowledge provides you with information. Wisdom brings about your transformation.

~A. Parthasarathy





If you would like to bring our 2-day Values to Vision
Culture Building Workshop to your workplace contact
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PLANNING
INNOVATION
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