

Shape Your Workplace

cultureQs[®]
Accelerating Value Creation



**What do you want
Your Organisation to BE?**



cultureQs is a Change and Integration Accelerator that uses powerful questions to inspire participants to reflect on the foundations of their beliefs, attitudes and behaviours.

While engaging in deep meaningful conversations, people connect quickly, enabling the invisible borders that hinder collaboration to fall away.

Wasteful conflict is reduced; people (re-)focus on the personal and professional questions that matter; innovative potential is released and performance is enhanced.

Eric Lynn • www.cultureQs.com • @cultureQs

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How cultureQs Works

Working WITH Human Complexity ... Enabling People to Align:

Each person brings ...
... personal values
... learned norms
... individual experiences
... beliefs: perspective of
how the world works
... individual identity

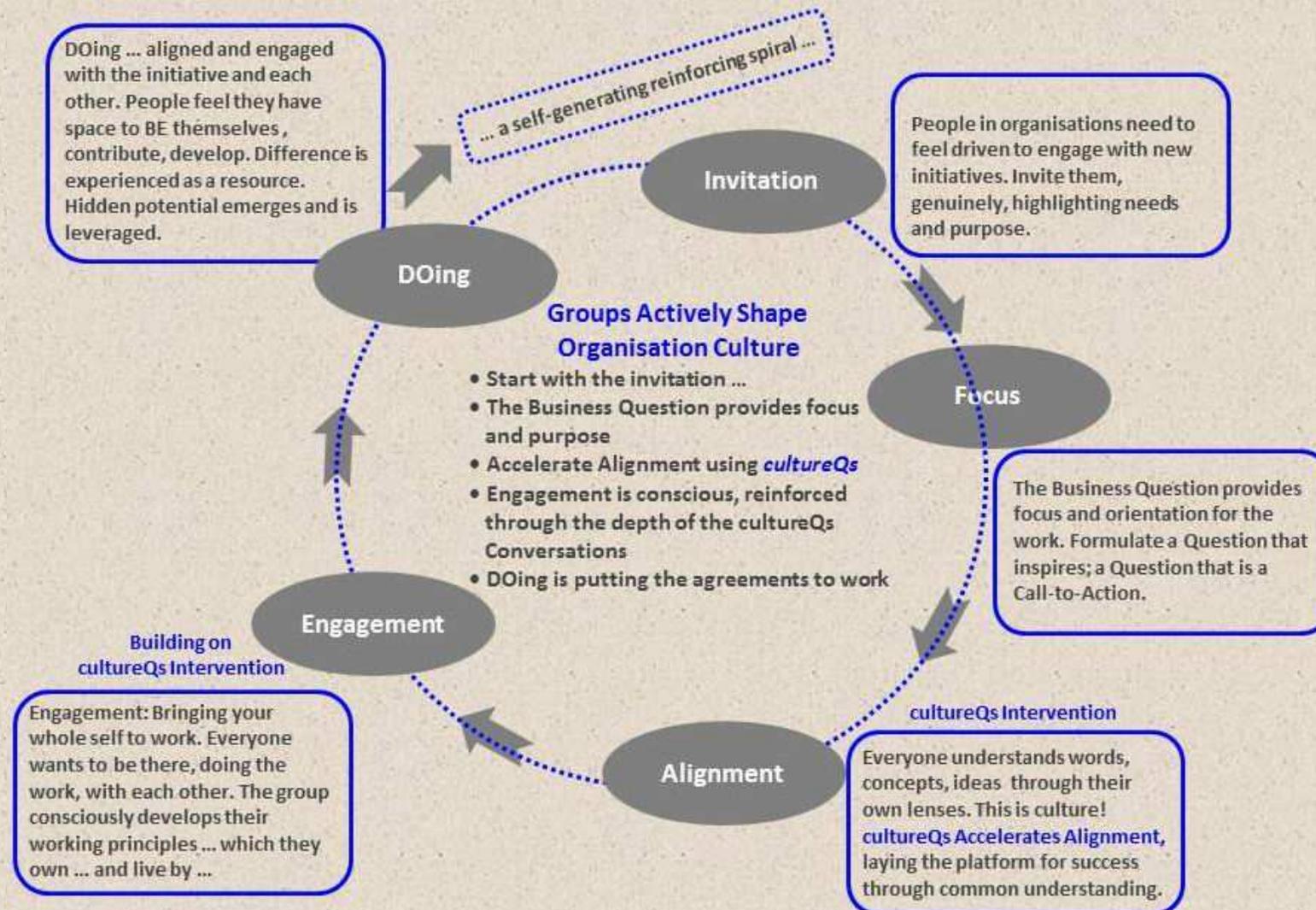
**CREATE
THE SPACE
PEOPLE
NEED TO BE
THEMSELVES**

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How cultureQs Works



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How cultureQs Works

Examples of Core Business Questions formulated with clients ...

1. *“How can we shape the working culture we need?”*

Client: An international banking group.

People: a group of legal experts from Central and Eastern Europe in a new internal advisory services unit following corporate restructuring.

2. *“How do we ensure we become a high-quality generative team to enable us to be perceived as the voice of our core customer?”*

Client: An international retailer.

People: a newly formed internal market research team.

3. *“How are we going to ensure we become a truly inclusive organisation?”*

Client: A global player in the financial services sector.

People: Employees participating in the annual corporate Inclusion and Diversity Day.

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cultureQs Applications include ...



What clients say about cultureQs

- A deceptively powerful organisation development intervention.
- I liked it very much because completely different levels and themes were addressed. It was a non-structured complexity of themes. And this is precisely how I feel in work processes.
- We went very deep very quickly.
- It's amazing how quickly you get into topics we wouldn't normally talk about.
- It encourages a culture of listening.
- It generated a new energy in the group.
- It gives interesting mirroring back to me.
- It enabled us to let down our masks, show our real selves, and trust.

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cultureQs Impact

The Question for a Group of Executives and Consultants

"How are we going to Shape our Working Culture?"



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Was war ungewöhnlich bei unserem Dialog mit cultureQs?

- Wie schnell wir mit Fremden persönliche Fragen gesprochen haben.
- Das sehr schnell eine Vertrautheit entsteht.
- Über die Reflektion entstand ein schneller Tiefgang.
- Es ging nicht um Zahlen, Daten Fakten.
- Die Atmosphäre der Offenheit und Augenhöhe
- Wie einfach es ist mit diesen Fragen Zugang zu Fremden zu bekommen.
- Es ist nicht moderiert.
- Es entsteht "zufällig" und man lässt sich drauf ein.
- Das Spiel hat kein dramatischer Mechanismus, aber es hat den Effekt.
- Es gibt kein Verlierer. Gewinner sind wir alle.

Initial Group Reflections in the Sense-Making Phase of our start with cultureQs



Ungewöhnlich

- wie schnell wir mit Fremden persönliche Fragen gesprochen haben
- sehr schnell eine Vertrautheit entsteht
- aber dafür schnelle Tiefgang
- es geht nicht um Zahlen
- Atmosphäre der Offenheit Augenhöhe
- wie einfach es ist mit diesen Fragen Zugang zu Fremden zu bekommen
- es ist nicht "moderiert"
- es entsteht "zufällig" und man lässt sich drauf ein
- das Spiel hat kein dramatische Mechanismus, aber es hat den Effekt
- kein Verlierer Gewinner sind wir alle.

What was unusual about our cultureQs Dialogue?

- How quickly we spoke about personal topics with complete strangers.
- That a trusting environment emerged very quickly.
- Through reflection depth emerged quickly.
- It wasn't about numbers data and facts.
- The atmosphere of openness and sense of equality.
- How easy it was to relate to strangers through these Questions.
- It's not moderated.
- It emerges "by chance" and we allowed ourselves to go with the flow.
- The game has no dramatic components, but it certainly has impact.
- There are no losers. Everybody wins.



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These results emerged after 90 minutes.

The workshop took place in Germany and the working language was German.

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Reflection ... Organisation Challenges

Which critical business challenges do you want your people to engage on ... *NOW*?

How much value could you add by exposing and tapping into your organisation's hidden resources?

Which Conversations are you not having in your organisation?

Why not?

Eric Lynn, cultureQs

Eric Lynn is the creator of cultureQs. For more than 30 years, he has been working worldwide as an Organisation Development Consultant, Facilitator, Coach and Provocateur for Cultural Integration, Change and Leadership, whereby the primary focus is on (Re-)Shaping Workplace Culture. Professional principle: Good Purposeful Work with Good People. Change and crossing cultures have been the defining aspects of Eric's life since childhood. Working in English and German, he has lived and worked on 4 continents, including 8 years in Asia.



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