



High-Performing Cultures for Growth

Corralling Chaos, LLC

Business Outcome: Culture Crafting from Values and Beliefs

Objectives and outcomes for this program

- Discover and build on past successes aligned with your business's values & beliefs
- Define language and behaviors to craft your workplace culture for future success.
- Focus energies on living out this culture to help the business thrive.

Introducing and Solidifying the Culture

Corralling Chaos will support the senior leadership team to develop and grow their culture. We will facilitate focus workgroups using 'Appreciative Inquiry' methodologies to deliberately craft their culture on the foundation of their values and beliefs. The deliverables will be:

- Create a common working language
- Identify and clarify desired behaviors
- Define common activities of engagement.
- Promote engagement of culture through recognition

Corralling Chaos will start the project by facilitating up to six 90-minute workshops. These will clarify your business's values, beliefs and the principles behind them, to establish your culture's foundation. Following each workshop, there will be two 60-minute follow-up sessions to identify the behaviors and language that represent the values and beliefs. (A total of 6 workshops and 12 follow-up sessions.)

Methodology: 'Appreciative Inquiry'

Foundations of Culture

1. Create a localized common language
2. Clarify desired behaviors
3. Define activities to promote common beliefs and behaviors
4. Practice and participate in activities over time.

Appreciative Inquiry: An Overview

Our Appreciative Inquiry Program helps a team define, create and align to a clear "Workplace Culture" and define the behaviors to meet business objectives.

Appreciative Inquiry differs from other change methodologies because it deliberately asks positive questions to ignite constructive dialogue and inspire action within organizations.

How to Use Appreciative Inquiry

Appreciative Inquiry is not a traditional problem-solving approach. The basic assumption of problem-solving is that people and organizations are fundamentally "broken" and need to be fixed.

In contrast, the underlying assumption of Appreciative Inquiry is that people and organizations are highly generative. They are always evolving, growing, and moving toward the future. Appreciative Inquiry focuses the organization on identifying its “positive core” – its greatest assets, capacities, and strengths – to create new possibilities for action and innovation.

- Appreciative Inquiry can include:
- Discovering the organization’s root causes of success
- Envisioning bold new possibilities for the future
- Designing the organization for excellence through dialogue
- Co-constructing the future

The Corralling Chaos “5C Appreciative Inquiry Program” incorporates 5 distinct stages:

- Conversation
- Conceive
- Competencies
- Create
- Conclusion

Summary:

At the close of the project, participants will:

- Have a common language
- Articulate their culture in that language
- Know desired behaviors
- Know how to live them out
- Own and drive their culture with recognition

Program Logistics

- Participant profile:
 - All staff
- Length of Program: 12 Sessions
- Length of each session: 1.0 hour - 1.5 hours
- Sessions delivered: Weekly or biweekly
- Starting Date: TBD
- Ending Date: 4 months after starting date (if biweekly delivery)
- Location: Virtual Webinars
- Participants: Minimum of 10, maximum of 20
- All printed materials and supplies provided at no additional cost
- Investment varies based on the scope of work

About Corralling Chaos

Mission

Corralling Chaos is a catalyst for authentic leadership and high-performing teams. We help you identify and overcome barriers that block your success. We coach leaders, perform evaluations, and conduct workshops to drive business growth and professional evolution.

Strategies For Your Vision

We help you to






Align culture and behavior to P&L

Increase retention and productivity

Develop your potential leaders



Cracking the Code of Human Potential™

-  **Exploring:** Situational awareness interviews with key client stakeholders
-  **Targeting:** Intentionally design solutions to align intangibles to program goals and P&L
-  **Activating:** Launch project, promote objectives, establish participant viewpoints
-  **Experiential Training:** Deliver blended learning via 1:1 coaching and group workshops
-  **Reporting:** Participants present their learning & improved outcomes to key stakeholders

We'd be happy to schedule a meeting to discuss with you how Corralling Chaos can help your business optimize your workplace costs by helping your team realize their human potential.

Please reach out to Ted Benson or Jerel Bonner to take the next step.