



Leading in a Values-based Organisation

Who Would Benefit

Senior delegates in a leadership role working within an organisation that has embraced the concept of defining itself as “values-based”. The challenge now is how to cascade the values in a meaningful way to staff so that they all understand exactly what they mean, the purpose of adopting them and how this translates into individual behaviour within the organisation.

Objective

By the end of the programme, you will be able to create a Values statement, become a role model for the fulfilment of the values and gain the commitment and motivation of staff to behave in accordance with those values.

Content

- Building a Visionary Organisation through becoming values-based
- Vision, Mission and Values – differences, similarities and inter-connectedness
- The purpose of values in creating a cohesive, empowered culture
- The 3 changes that take place during organisational transformation:
 - Move from being profit-driven to being values-driven
 - Begin to measure success in terms of physical, emotional, mental and spiritual health
 - Role of managers changes from being predominantly controlling to being predominantly empowering
- The 7 levels of corporate consciousness that define its culture:
 - Survival consciousness
 - Relationship consciousness
 - Self-esteem consciousness
 - Transformational consciousness
 - Organisation consciousness
 - Community consciousness
 - Society consciousness
- How to write a motivational values statement using the Four Why's
- Instilling the values in staff, ensuring they understand exactly what they mean and promoting the benefits of fulfilling them in daily “best practice”
- Recognising and rewarding evidence of values-based behaviour

Duration

One day intensive programme that can be extended and deepened

CPD hours

Attendance of this course awards up to 6 CPD hours where you consider it relevant to your professional development needs