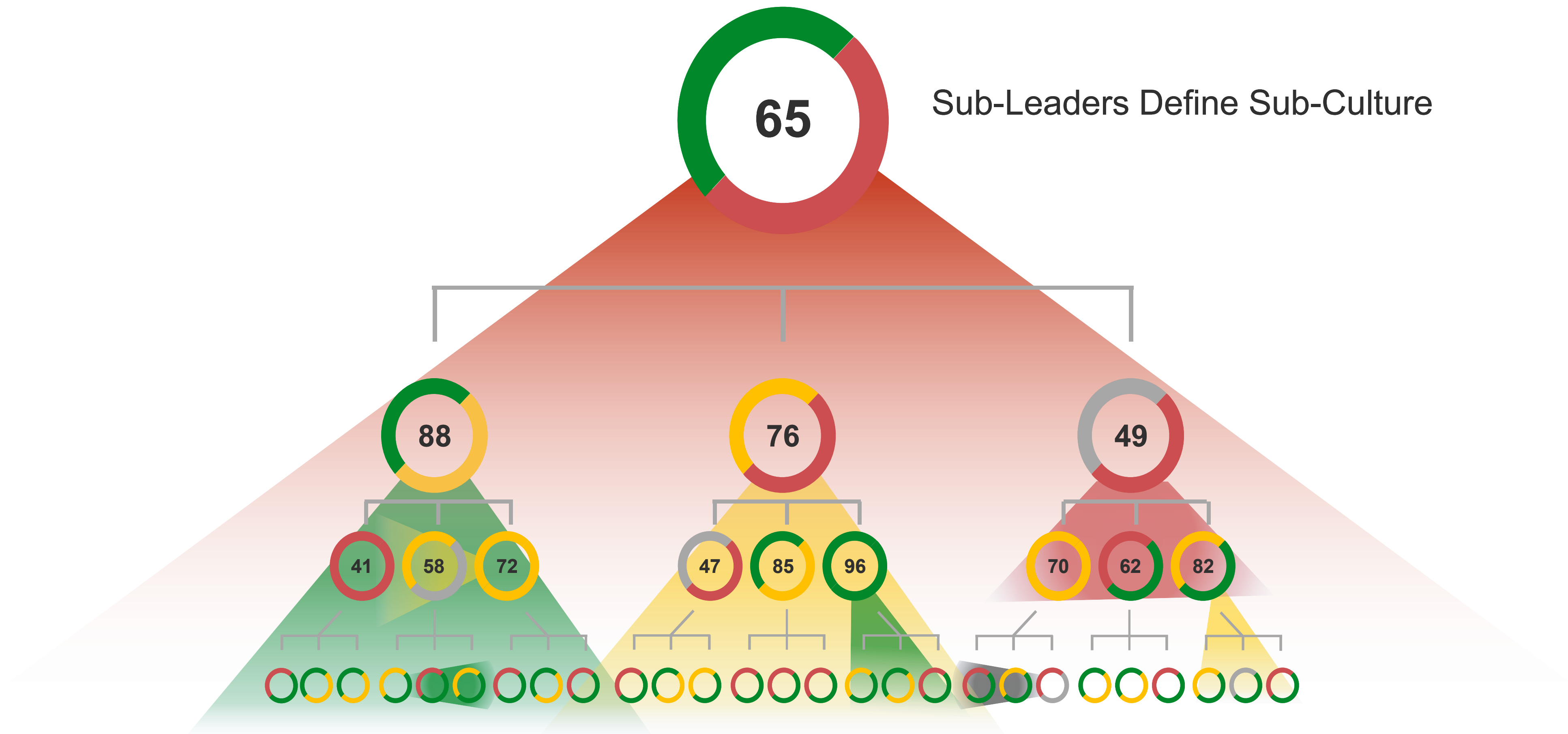


OPAYO Annual State Conference 2025

Creating a Culture of Engagement

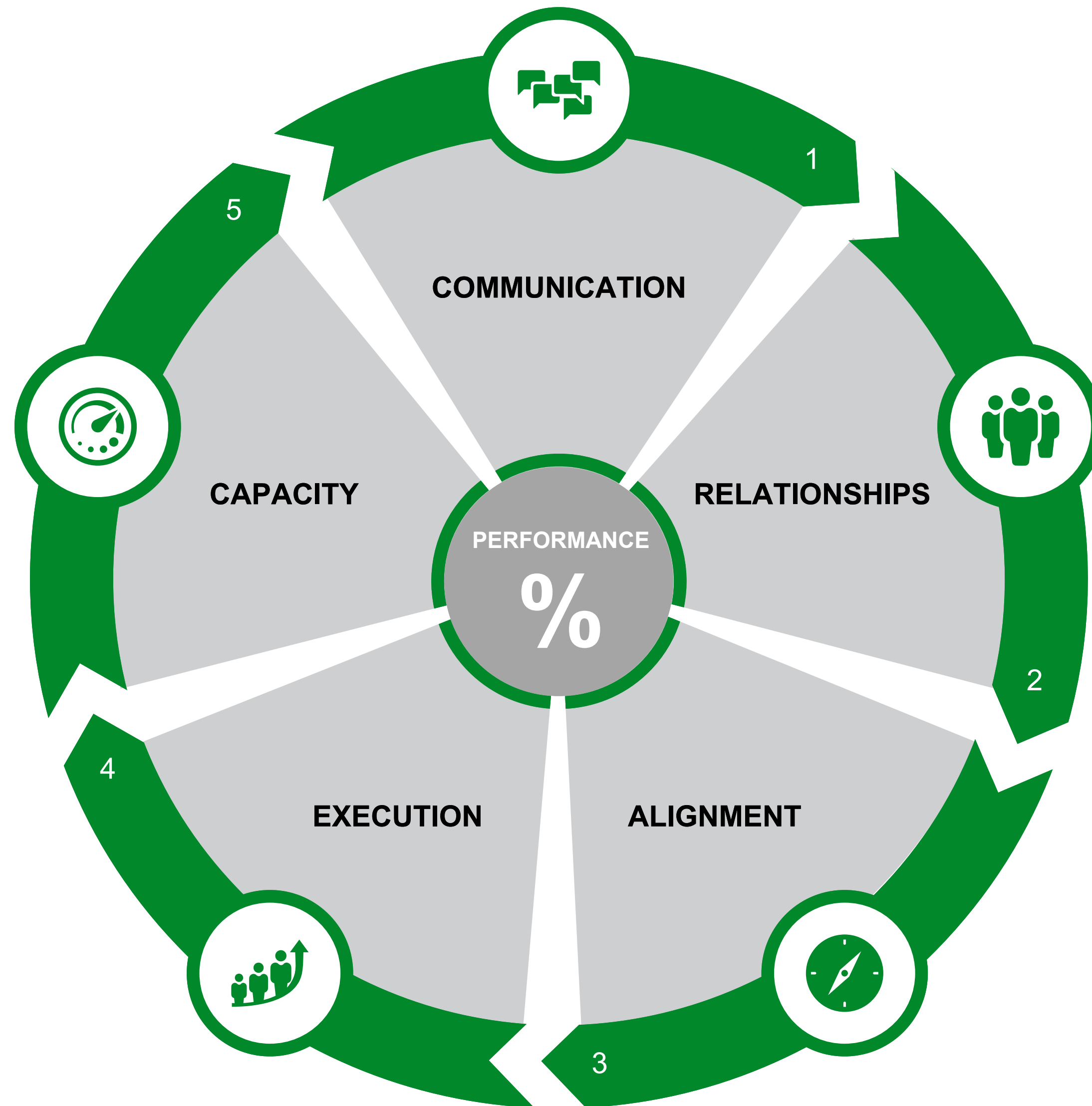


LEADERS DEFINE CULTURE



How healthy is each culture?
How well is each team performing?

MAXIMIZING TEAM PERFORMANCE



Objectives

1. Understand the key components to creating a Liberating Culture.
2. Identify the greatest threats to your Culture.
3. Learn how to avoid key Culture Killers.
4. Chart your team's preferred future.

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Culture

The set of values, goals, and behaviors that characterize a group of people.

“The Way we do things around here.”

Culture is the Atmosphere

Healthy things Grow

SUPPORT CHALLENGE MATRIX





5 CIRCLES OF INFLUENCE

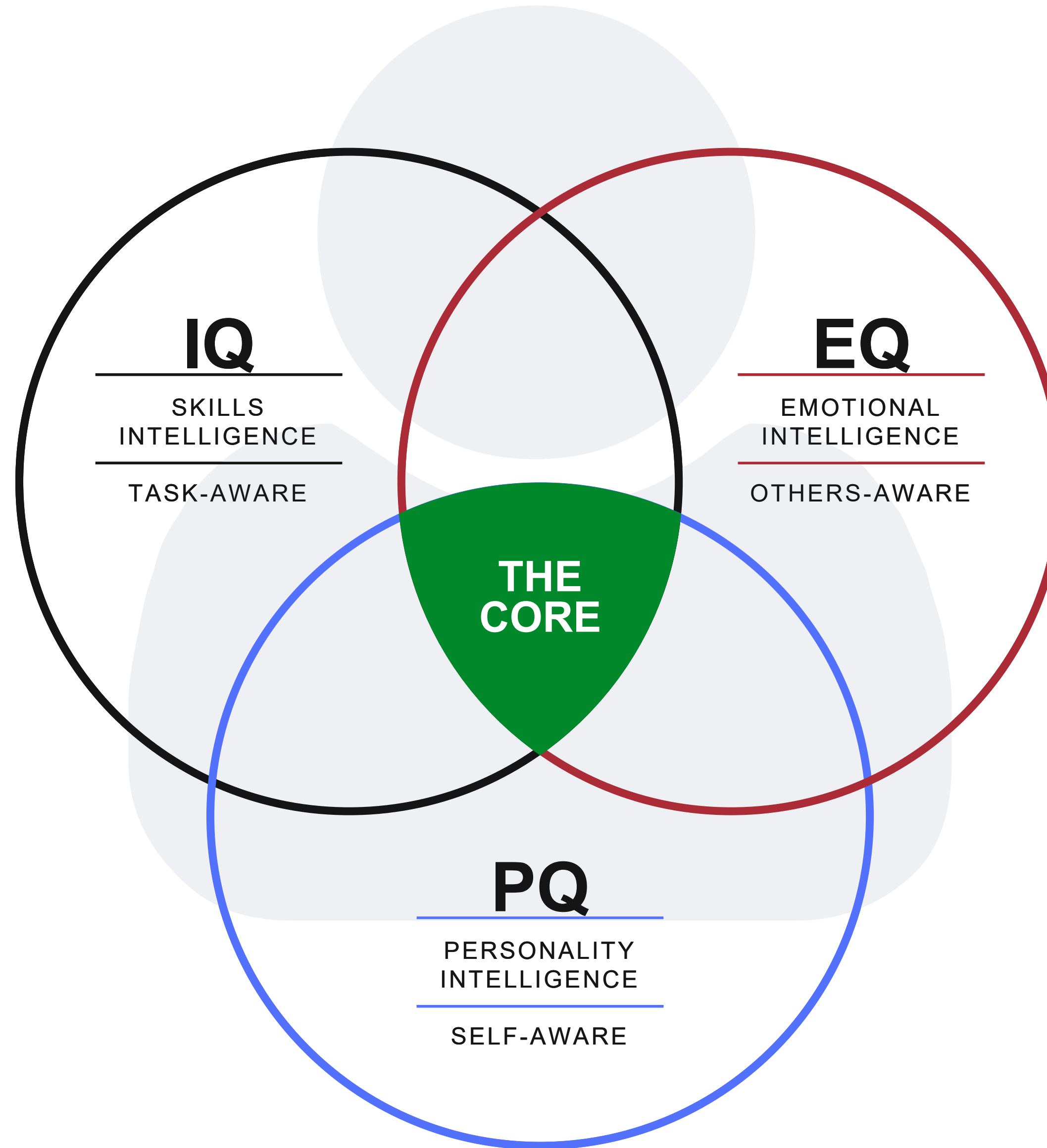
INTENTIONAL



ACCIDENTAL

What does your culture look like in yourself, in your family/friends, in your team, in your organization, and in your community?

THE CORE

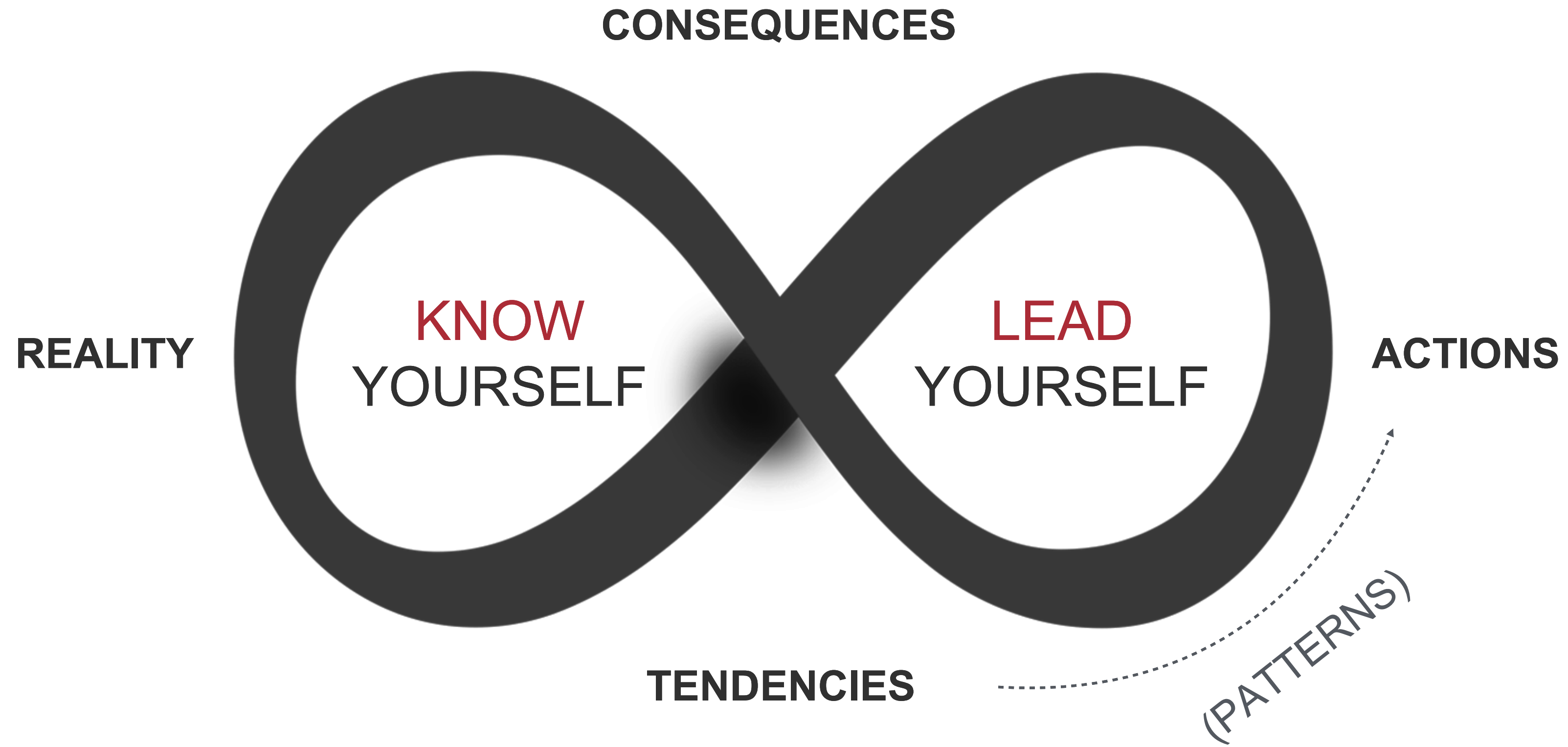




SUPPORT CHALLENGE MATRIX



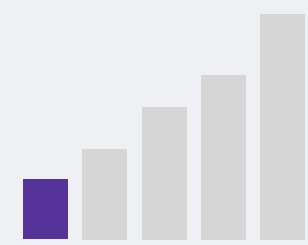
KNOW YOURSELF TO LEAD YOURSELF



5 VOICES



Nurturer

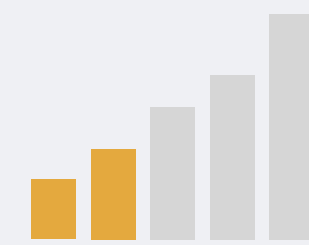


Champion of...
People, relational
harmony, and values

43%
of the population

Present Oriented

Creative

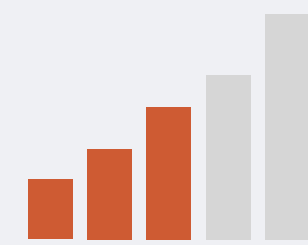


Champion of...
Future ideas,
innovation, and
organizational integrity

9%
of the population

Future Oriented

Guardian



Champion of...
Due diligence,
resources, and efficient
systems and processes

30%
of the population

Present Oriented

Connector



Champion of...
Relational networks,
collaboration, and
effective communication

11%
of the population

Future Oriented

Pioneer



Champion of...
Strategic vision, results-
focused, and problem-
solving

7%
of the population

Future Oriented

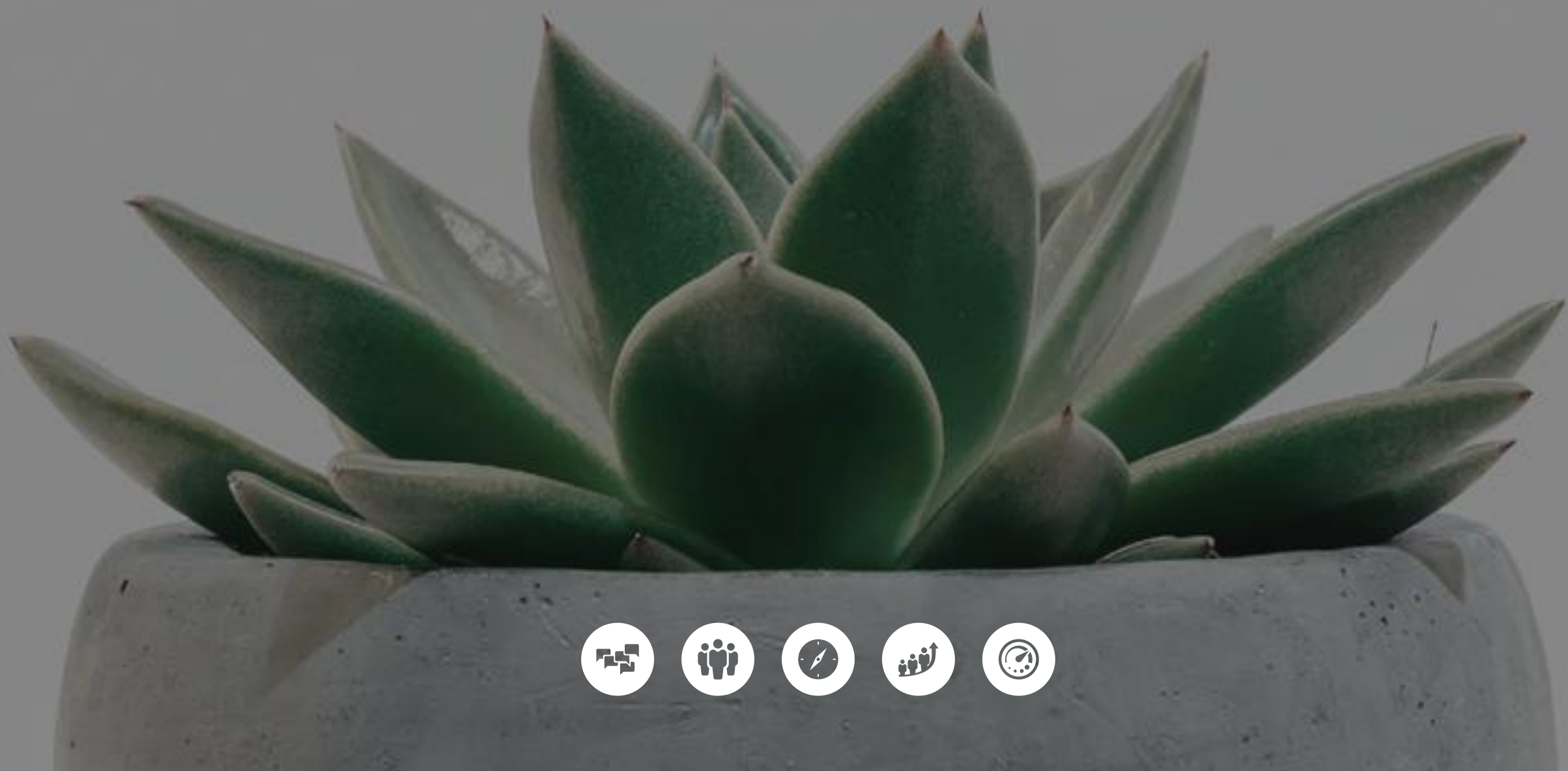
Team Culture



Team Members are Plants Leaders are Gardeners



Who is responsible for growth?



Each plant needs these things differently



Water



Sunlight



Nutrition

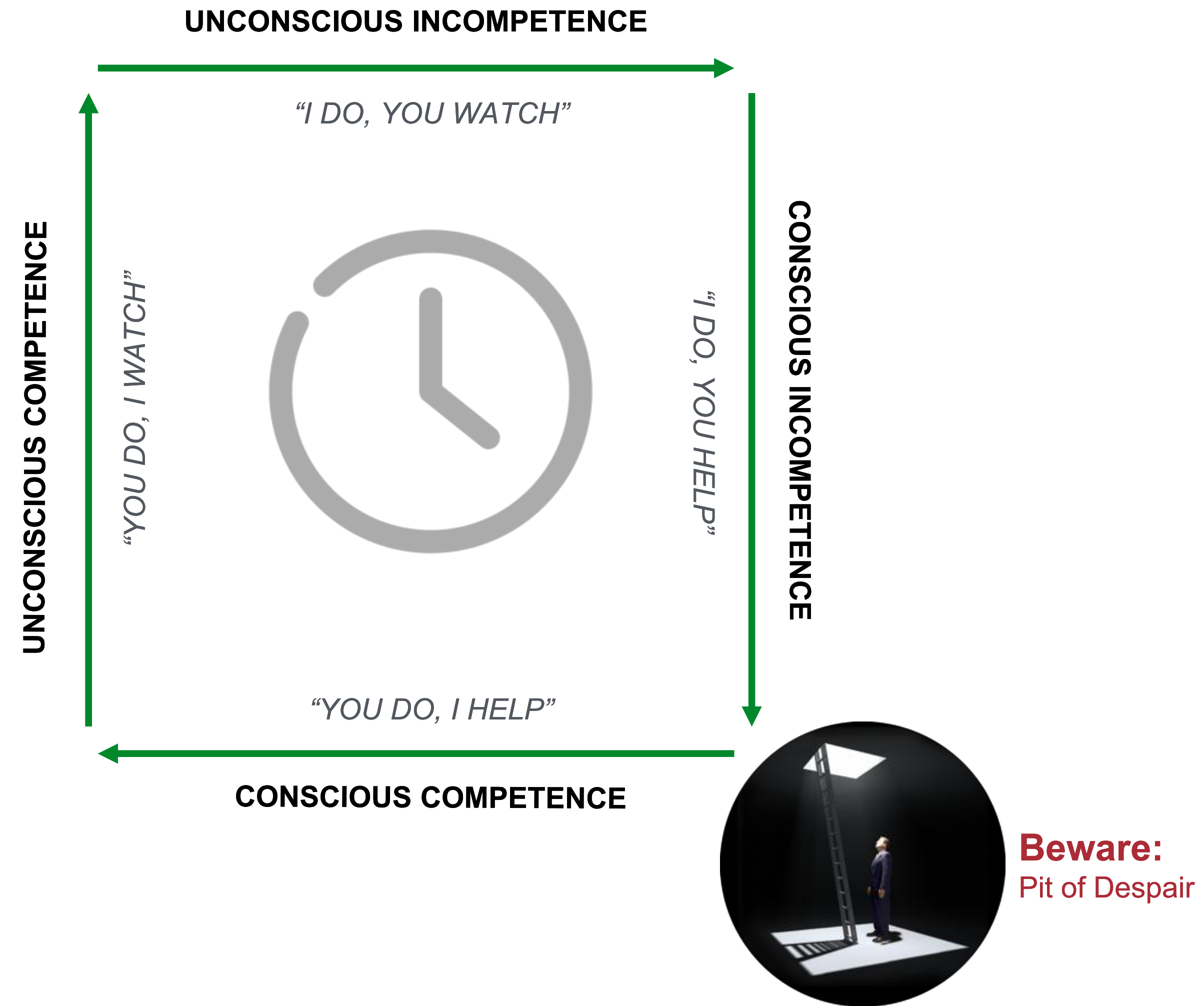
Culture is the Atmosphere

100X



% X

DEVELOPING OTHERS



PIT OF DESPAIR



How to help people get out of the pit of despair:

- **Time:** Informal & Formal
- **Vision:** Short Term & Long Term
- **Encouragement:** Specific, Not Generic

Navigating the Danger Zone

To navigate the Danger Zone, apprentices need...

- **Time** with their leaders so they know you haven't given up on them (coffees, lunch, etc.)
- **Vision** to remind them why they came on this apprenticeship journey; don't lose sight of the goal!
- **Encouragement** to show you are not expecting them to be perfect or do it on their own; trust the process!

PIT OF DESPAIR



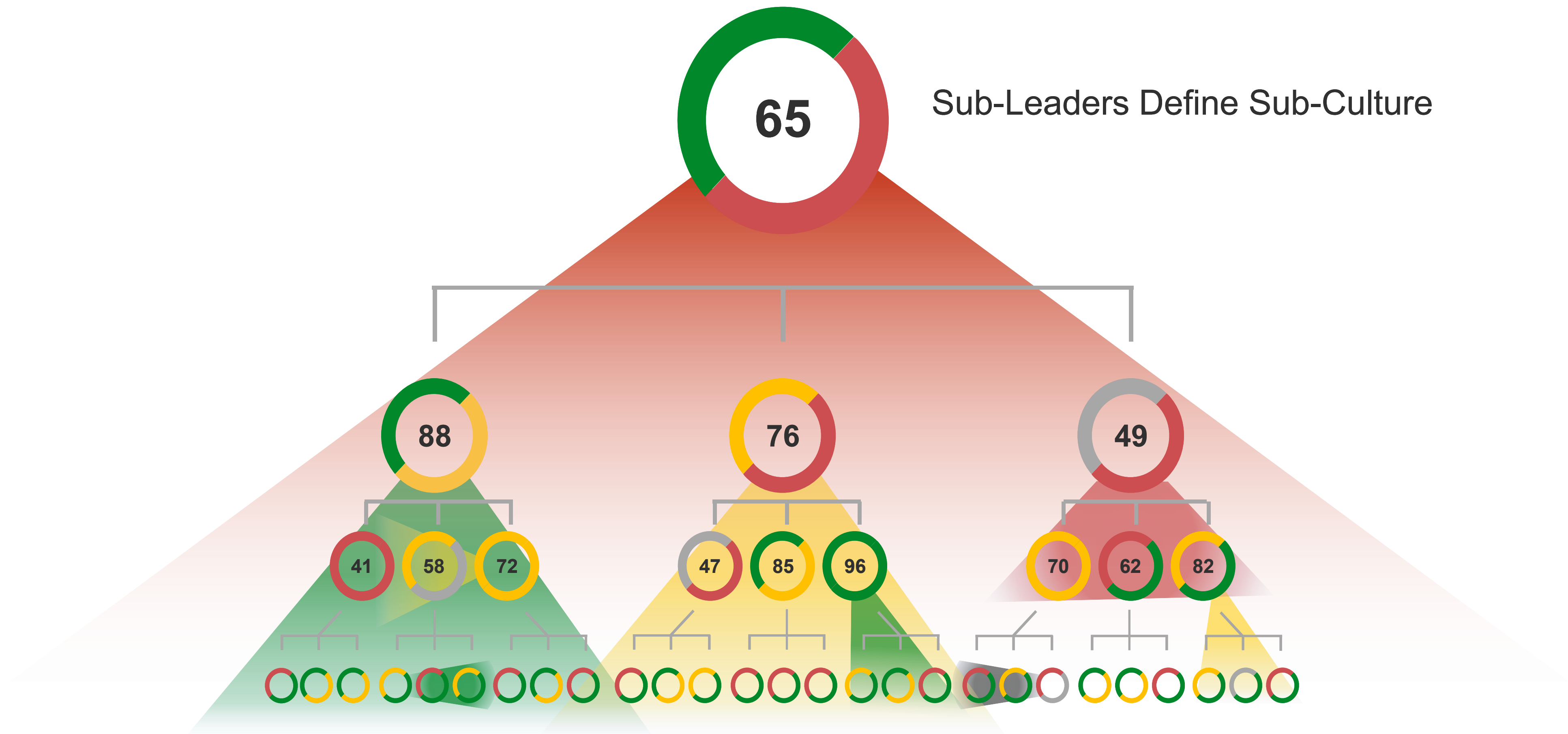
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Creating Cultures that Win



LEADERS DEFINE CULTURE



How healthy is each culture?
How well is each team performing?

**An organization is made up of Teams, Which
are Sub-cultures, full of people from diverse
Skills and backgrounds**

Leaders Define Culture



Sub-Leaders Define Sub-Culture





