Transforming Organizational Culture Through Positive Teamwork

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The Passion For Innovative and Educational Leadership Excellence

Certifications and Associations

- Founder and President of AppleCore Solutions
- The John Maxwell Team
- D.S.C Human Behavior Specialist
- The Sheroes Path Team
- Your Secret Name Team
- Empowerment Mentoring Team
- National Reform Faculty Team
- Les Brown Speaker Training Team
- National Florida Advanced Administrator Credential DCF
- Industrial and Systems Engineering – University of Florida
- Wife and Mom To Three Beautiful Kids

PositiveCore® Community

- Values • Leadership • Culture

Features/Benefits:

People
- Understand the PositiveCore® Community Model and why teams disengage and disengage
- Meet the social and emotional needs of all employees, especially your most difficult
- Increase helpfulness and problem-solving capabilities of employees by 75% to 100%

Leadership
- Create a low-stress, high-performing team based on values, leadership and culture
- Learn six steps that foster increased engagement and reduce individualistic problems as a leader
- Learn how to access your leadership abilities for needed direction and change requirements

Culture
- Embed Positivity within Employees, Teams, and Organizations
- Learn four team structures to support a healthy organization climate
- Begin the process of mediocre-proofing your department and organization as a whole

PositiveCore® Community Values • Leadership • Culture

- Speaking
- Lunch and Learns
- Corporate Training
- Workshops and Seminars
- Retreats

- Discover Your Why
- VisionOne™ Sessions
- ThinkMap™
- StrategicQuest™ Business Plans
- Your Business DNA
- Blueprint To Success
- Entrepreneur 101
- Research and Consulting
- Brand Marketing

Certified Speaker; Teacher; Coach; Mentor & Business Strategist

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Carla Andrews

- Academic and Athletic Standards
- Personal Growth and Staff Performance
- Professional and Team Development
- Leadership - Positivity and Transformational
- Executive and Group Coaching
- Customer Service and Experience Training
- Organizational Culture and Values
- Relationships - Attitude, Behaviors and Ethics
- Entrepreneurship, Business and Corporate

One Goal
One Purpose
One Team

"Teamwork Makes The DreamWork."
Dr. John C. Maxwell

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Create A Healthy and Thriving Organizational Culture

IT’S ABOUT PEOPLE

YOU WILL LEARN HOW TO:
- Build social-emotional competence in employees and teams
- Shift from relying on external rewards and consequences to internal motivation, empowerment, and inspiration
- Understand the PositiveCore© Community Model and why teams disconnect and disengage
- Meet the social and emotional needs of all your employees, especially your most difficult
- Increase helpfulness and problem-solving capabilities of employees by 75% to 100%

Purpose
Core Values
Personal

"We must become the change we want to see."
M.K.Gandhi

WHAT ARE VALUES?
- Values are the energetic drivers of our aspirations and intentions.
- Our values reflect what is important to us.
- Who you are, what you hold dear, what upsets you and what underlies your decisions are all connected to your values.
- The values that are important to you at any moment in time are a reflection of your current needs and your unmet needs from the past.

Positive Values

POSITIVE VALUES
- Positive values, often referred to as virtues, enable us to live authentically, foster connectivity, and contribute to the common good.
- When we let our positive values drive our decision-making, we build connection, enable bonding and create loyalty and trust. We feel at ease with ourselves and others, and we feel comfortable in our physical and social environment. Positive values promote personal growth and create internal cohesion.

Limiting Beliefs

POTENTIALLY LIMITING BELIEFS
- Potentially limiting values arise from the fears and anxieties we have about not being able to meet our needs.
- When we let our potentially limiting values drive our decision-making, we create separation, doubt and mistrust. We feel uneasy and quickly become stressed. Potentially limiting values prevent personal growth and promote isolation.
Personal Growth

PERSONAL GROWTH

Personal growth involves letting go of your limiting values and beliefs, and replacing them with positive values and beliefs. In order to let go of your potentially limiting values, you must learn how to manage, master or eliminate your fear-based beliefs.

Leadership Quotes

"As we look ahead into the next century, leaders will be those who empower others."

Bill Gates

Enhance The Spirit And High-Performance of A Positive Team

IT'S ABOUT PROCESS

YOU WILL LEARN HOW TO:

- Reduce unnecessary loss productivity and time to create the desired culture for positive patient experience outcomes and results
- Increase transformation building time with your leadership and team
- Create a low-stress, high-performing team based on values, leadership and culture
- Learn six steps that foster increased engagement and reduce individualistic problems as a leader
- Learn how to access your leadership abilities for needed direction and change requirements
Leadership Development: Past, Present, and Future

Twenty years ago, our understanding of leadership in organizations was dominated by the classic two-factor approach focusing on task and relationship behaviors. That general approach can be characterized as transactional in nature, as distinguished from a qualitatively different approach often described as transformational.

Transactional leadership is characterized by mutually beneficial exchanges between parties to optimize mutual benefit including the accomplishment of necessary organizational tasks. The exchange-model nature of transactional leadership tends to produce predictable and somewhat short-lived outcomes.

Transformational leadership touched followers’ deeper values and sense of higher purpose and led to higher levels of follower commitment and effort and more enduring change.

Gina Hernez-Broun, Richard L. Hughes, Center for Creative Leadership

Total 30 Years:

1980s Management
1990s Leadership
2000s Team Leadership
2010s Transformational Leadership

Transformational Leadership

Transactional Leadership is an action that mutually benefits people.

Transformational leaders provide compelling visions of a better future and inspire trust through seemingly unshakable self-confidence and conviction. It is an action supported by emotion that causes people to give a higher degree of commitment:

- Identifies the needed change
- Creates a vision to guide the change through inspiration
- Executes the change with the commitment of the members of the group

—— www.businessdictionary.com

Goal Of A Transformational Leader

“...is to ‘transform’ people and organizations in a literal sense — to change them in mind and heart; enlarge vision, insight, and understanding; clarify purposes; make behavior congruent with beliefs, principles, or values; and bring about changes that are permanent, self-perpetuating, and momentum building.”

Steven Covey, Author of 7 Habits of Highly Successful People

Characteristics of Transformational Leaders

1. Personally Transformed
   A transformational leader is continually being transformed. We teach what we know but we reproduce what we are.

2. Optimistic
   Must be able to see opportunities and potential when others see problems.

3. People First
   The distinguishing characteristic of the organization of the future is plain and simple — the quality of its people. Transformational leaders give their people an opportunity to create value and then they value what that person has created.

4. Adaptable
   You must be able to refocus your core competencies beyond your current operations. (Example — the railroads saw themselves in the train business, not the transportation business, and were hit hard by the success of the interstate trucking industry.)

5. Multi-Disciplinary
   Learning groups comprised of diverse leaders from different teams/departments can lead to exciting cross-pollination between sectors of the organization.

6. Fearless of Change
   The organizational culture with a positive team, led by transformational leaders will be quick to make (the right kind of) mistakes, and quicker to get corrective feedback.

—— www.businessdictionary.com
Renowned Transformational Leaders

1. JFK — Space Explorations
2. MLK — Race Relations
3. Steve Jobs — Creativity and Innovations
4. Ronald Reagan — Confidence / Optimism
5. Mother Teresa — Compassion
6. Abraham Lincoln — Courage / Patience
7. Ghandi — Principle / Non-Violence
8. Mandela — Forgiveness / Big Picture
9. Winston Churchill — Courage / Words
10. Roosevelt — Empowered People

Leadership: Your Next Steps

Individualized Consideration
- The degree to which the leader attends to each employee's needs, acts as a mentor or a coach to the team member and listens to the team member's concerns.
- Am I a Transformational Leader?
- Do I lead “en masse” or do I lead individuals?
- Do I walk slowly through the crowd listening, learning and then leading?
- Do I know the people on my team or do I have a team composed of people?
- Is my head focused elsewhere or is my heart connected to the individuals on my team?

Inspirational Motivation
- The degree to which the leader articulates a vision that is appealing and inspiring to followers. Leaders with inspirational motivation challenge followers with high standards, communicate optimism about future goals, and provide meaning for the task at hand.
- Do I continually cast vision and challenge others to respond in a positive way? Do they?
- Is our culture filled with optimism and a strong sense of purpose? Do we have the energy to press on until victory is secured?
- Is the commitment level among the workers high?
- Do team members lift one another?

Idealized Influence
- Provides a role model for high ethical behavior, instills pride, gains respect and trust.
- Do I have moral authority that matches my positional authority?
- Can my team see the positive qualities of a leader in my life?
- Do I walk the talk?
- Is my behavior a catalyst for instilling an ethical behavior within the company?
- Can words like pride, respect and trust be used to describe the leaders?

Intellectual Stimulation
- The degree to which the leader challenges assumptions, takes risks and solicits team member's ideas.
- Do I like independent thinking people?
- Do I challenge assumptions and encourage my team to think out of the box?
- Are some of the best ideas not my ideas?
- Are people free to question and push back on any issue that is being discussed?
- Do I solicit advice and direction from others?

Process

DESIRED PROCESS OUTCOMES / RESULTS
- What do passion, heart, adaptability and risk have in common
  - A. They all have a failure rate!

- Individualized Consideration
- Inspirational Motivation
- Idealized Influence
- Intellectual Stimulation
“Knowledge has to be improved, challenged, and increased constantly, or it vanishes”

Peter Drucker

It’s About Systems

YOU WILL LEARN HOW TO:
- Increase desired achievement toward a common organizational goal
- Prevent loss productivity and efficiency from lack of engagement and resistance of change initiatives
- Embed Positivity within Employees, Teams, and Organizations
- Learn six culture transformation structures to support a healthy organization climate
- Begin the process of mediocre-proofing your department and organization as a whole

Culture Happens Either By Systematic Design or Default

- It plays a significant role in its ability to help successfully execute strategic plans for a thriving, high performing, and positive teams
- It guides Leaders to lead teams into transforming their culture as a key business strategy
- It focuses on creating thriving teams that align people, process, and systems to their values, vision, and mission to create a strong competitive advantage

Why Focus on Transforming Culture

The most common drivers of our work to create agile, thriving organizational cultures include:
- Situations and challenges have become more urgent and complex
- Organizational restructuring to meet today’s demands
- Changes constantly in leadership and team-building
- Best of practice patient satisfaction and experience models
- Turnaround strategies to create conducive growth environment
- Change initiatives with quicker implementation schedules
Focus: Culture Transformation

Align new leaders and/or newly configured teams within the organization
- Maximize effectiveness of the teams more quickly
- Prepare leaders to best implement and lead culture change

Create greater organizational agility to meet the challenges of changing patient satisfaction and service model
- Increase innovation, learning mindset and create a change-ready culture to flex in any strategic direction
- Create service cultures to support organization-wide efficiency and performance and enable top-line growth and improve patient satisfaction

Maximize effectiveness of the teams more quickly
- Prepare leaders to best implement and lead culture change

Prepare leaders to best implement and lead culture change
- Increase innovation, learning mindset and create a change-ready culture to flex in any strategic direction
- Create service cultures to support organization-wide efficiency and performance and enable top-line growth and improve patient satisfaction

Shape the culture to support new strategies
- Determine habits that may slow progress of new strategies or learning programs
- Develop and align entire organization around new values and guiding behaviors

Integrate culture following assessments and major evaluations of departments and teams
- Avoid, smooth or pre-empt the culture clashes that often keep teams and organization from flourishing
- Help leaders and team members to align, engage, and execute strategic plans

DESIGNED OUTCOMES/ RESULTS
You can count on your team to bring their desired ideas and goals to reality within a shorter period of time and sustain positive changes over the long term through a cultural system that supports:
- Wisdom, perspectives, insights (suggestions, ideas, feedback)
- Advanced technology, automated processes
- Robust leadership programs, annual empowerment mentorship, and coaching strategies
- Training and teaching of competency model
- Comprehensive reinforcement system through leadership assessments, cultural values evaluations

Leadership Quotes

“We must become the change we want to see.”
M.K. Gandhi

A leader is one who knows the way, goes the way, and shows the way.
John C. Maxwell

Past: What’s Holding You Back?
Present: Are You Ready To Invest?

"I dream, I test my dreams against my beliefs, and I execute my vision to make those dreams come true."
- Walt Disney

Future: Are We There Yet?

"We are continually faced by great opportunities brilliantly disguised as insoluble problems."
- Lee Iacocca

One Team
One Vision
One Purpose

"It is a terrible thing to see and have no vision."
- Helen Keller

Transforming Organizational Culture Through Positive Teamwork

Leaders and CEOs are in search of effective ways to create a culture where individuals, teams, leaders, and the overall organization perform their best.

With service-based wisdom and insights from over 25 years of business background, expertise, and experience, I can guide you to transforming your organizational culture using best practices, principles, and perspectives and implementing a Values-Based Leadership Culture using the PositiveCore© Community Model.