Choosing a Culture of Citizenship and Collaboration

Creating a Culture of Citizenship and Collaboration can have a lasting positive impact on the performance, effectiveness and productivity of the employees of the organisation. This workshop focuses on understanding of the role of organisational culture in employee engagement.

About the workshop

According to Ed Schein, Professor at the MIT Sloan School of Management, culture is the most difficult organisational attribute to change, outlasting organisational products, services, founders and leadership and all other physical attributes of the organisation.

Join us for a significant and insightful investigation into the value of creating a culture of innovation.

Louise will share insights from Neuroscience and Management 2.0 to illustrate how creating a Culture of Citizenship and Collaboration can have a lasting positive impact on the performance, effectiveness and productivity of everyone within an organisation, enabling organisations to tap into the collective wisdom of their employees to maximize potential.

Benefits of attending

• Gain a better understanding of organisational culture and how it manifests as a way of being
• Develop insight into the role of leadership in perpetuating the current culture
• Exploration of the shift away from leadership as an organisational role towards citizenship as an organisational enabler
• Identify the behaviours required to entrench a constructive culture
• Understanding of the role of organisational culture in employee engagement
• Work on the crafting of your new organisational story
• Understanding the difference between passive, aggressive and collaborative cultures
• Understanding the choices an individual can make to move to a collaborative culture.

CAPE TOWN
Date: Thurs, 2 February 2012
Time: 09:00 - 16:00 / Registration: 08:30

INVESTMENT
Standard: R 2,500.00 + VAT  •  SAODN Members: R 2,250.00 + VAT

JOHANNESBURG
Date: Tues, 7 February 2012
Time: 09:00 - 16:00 / Registration: 08:30

INVESTMENT
Standard: R 2,500.00 + VAT  •  SAODN Members: R 2,250.00 + VAT

Contact Johleen on 021 913 3507 or email johleen@symphonia.net

Facilitator: Louise van Rhyn

Louise, with a doctoral degree in organisational change, has twenty five years experience as a change practitioner with a focus on large scale change in complex social systems. She has worked with diverse local and global organisations, across all sectors, in many countries.

She has been privileged to work with some of the world’s leading organisations and to have had the opportunity to study extensively – especially in the field of Complexity Science with Ralph Stacey and Patricia Shaw. She has also been challenged and inspired through her partnership with Ben and Roz Zander, Peter Block, Judith Glaser and her colleagues in the Creating We Institute.

As OD practitioner she partners with leaders in organisations who face complex organisational challenges. She facilitates and designs processes for people across the hierarchy to help them become more aware of the power they have to co-create a culture of collaboration and citizenship where they can flourish and live a life of contribution. Her sessions have profound results as they are uniquely designed to ignite energy, engagement and a sense of possibility.

Through Louise’s partnership with leading international OD and change management practitioners, Symphonia Leadership Development has been licensed to offer Flawless Consulting workshops (developed by Peter Block) in South Africa and Louise is the primary facilitator of this transformational process in South Africa.

Over the past four years Louise has worked with Ben & Roz Zander and launched an initiative to ‘re-ignite the conversation of possibility in South Africa’ which recently resulted in the release of a DVD entitled “South Africa: Alive with Possibility”. Since 2009 she has been working with Peter Block to equip citizens and leaders in South Africa with the skills to be social architects. She regards this work as some of the most rewarding and meaningful work she has ever done.
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Comments from attendees of previous workshops:

“"I found the workshop to be very thought provoking and stimulating, and that it has provided a foundation for us to take the concepts and thinking into my own area of responsibility. I had heard the concepts before, but the focused discussions with like-minded people has enabled us to embed the language and a deeper, more relevant understanding. I was particularly taken with the concept of change that doesn’t rely solely on being driven by the leader/leadership, and for people becoming awakened and choosing an alternative level of behaviour. I know that we will be seeking to enrich our culture with these concepts, and that we will be able to improve our own and the organisation’s performance as we do so.

Andy Pitter, Metropolitan

Time well spent on sharpening the saw! I found the session on the Human Synergistics model most interesting. Such a relevant and simple concept – it inspired loads of thinking on how to address Blue/Green/Red practically in the corporate world. Am keen for more…

Kathy Branquinho, Smartsource Change Solutions

“The session was rich with information on resources, ideas and methodologies that can help us build workplaces that are dynamic, productive and great places to be. Louise’s passion for this work is infectious and I enjoyed engaging with everyone.”

Hilda Gertze, The Synergos Institute

I learned so much and always do from these processes and from the collective intelligence in the room. I also learned about connecting with my fellow Metropolitans in the room and where their worlds are at. I enjoyed the clips that were shown to us the most, & the group work. The stories shared from all. I would really recommend this course to anyone embarking on change and to get the wisdom from the room and make it a magical process in practical terms.

Tasniem Titus, Metropolitan Life

A rewarding day of interactive discussion and reflection as change leaders grapple with the challenge of creating a work environment of productive engagement.”

Peter Meiring, Consol

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