

Choosing a Culture of Citizenship and Collaboration

Driving organisational culture through employee engagement



Increase the value contribution of employees in your business

The **Choosing a Culture of Citizenship and Collaboration** workshop has been designed to support culture change processes in organisations, enabling organisations to tap into the collective wisdom of their employees to maximise potential. This workshop has been designed for a significant and insightful investigation into the value of creating a culture of innovation.

Outcomes

- 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
- Explore the shift away from leadership as an organisational role towards citizenship as an organisational enabler
- Identify the behaviours required to entrench a constructive culture
- Understand the role of organisational culture in employee engagement
- Work on the crafting of your new organisational story
- Understand the difference between passive, aggressive and collaborative cultures
- Understand the choices an individual can make to move to a collaborative culture

Our Facilitator

Alison du Toit

Alison is an Organisational Development Consultant and Organisational Psychologist. She has worked for the past 16 years with various organisations in the areas of leadership development, change enablement and employee engagement.

She is a skilled facilitator who offers a systemic approach to unique and complex challenges for individuals and teams.

Alison believes implicitly in the use of engagement and dialogue as levers to ensure all perspectives, even the controversial ones, are considered.

Her passion for connecting with the hearts and minds of people truly enables her to integrate the business with the growth of the individuals concerned.

Alison has an informal but energetic approach to her work and always encourages work/life blend for both herself and her clients.

An advocate of the critical importance of relationships and collaboration, Alison is an independent practitioner who connects with others who represent the same values and worldviews in an attempt to create powerful synergies.

A born and bred Capetonian, Alison considers herself to be a proudly South African citizen who can value and appreciate diversity of different cultures, people and points of view.

Designed for YOU...

Everyone creating a work environment of productive engagement.



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 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.

Alison 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 maximise potential.

Our clients

- Brownlee Consulting
- Business Partners
- City of Cape Town
- Consol Glass
- Department of Health
- Eerste River Hospital
- EXCEED
- Hollard Insurance Company
- Institute for Justice and Reconciliation
- LIT (Leaders in Transition) Coaching
- Media24
- Metropolitan
- Metropolitan Life
- Nedbank
- Northlink College
- Old Mutual Wealth
- On Purpose Coaching
- Playing Mantis
- Sanlam
- Sanlam IT
- Smartsource Change Solutions
- The Synergos Institute
- Thusanong Consulting
- Tshikululu Social Investments
- Werksmans Attorneys
- Wholehearted Consulting

“This seminar broadened my perspectives around collaboration in creating even greater meaning in our endeavours within the context of work. Often one can become rather closed and intense in the field of healthcare and I have learned so much from the field of business. Effective conscious collaboration between just two people can have far reaching consequences beyond the two which can stretch both widely and deeply. Your presentation was just smart and so much fun. Thanks very much!”

Roshan Isaacs, Occupational therapist

“Time well spent on sharpening the saw! I found the session on the Human Synergistic 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

“I would definitely recommend this session to others because I felt that I came away more sensitised to how I engage with others, and have practical tools which I can use at work.”

Susan Schnetler, Rustenburg High School for Girls



For more information:

In-house workshops

Our recommendation is that this world-class intervention should be run as part of your in-house management development curriculum, at a venue and on a date that is convenient for you!

For more information about this cost-effective option, please contact **Kym** on **082 453 9393** or at **kym@symphonia.net**

www.symphonia.net

