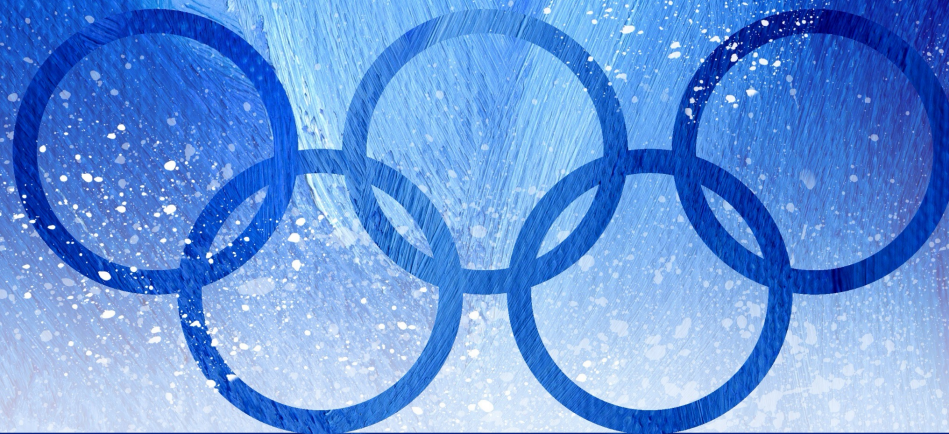


Olympic Excellence: Surpassing Workplace Hurdles through Organizational Culture Mastery



Daphne B. Latimore, SPHR
Managing Partner/Master Facilitator



HR Virginia 2024
ANNUAL STATE CONFERENCE
APRIL 21 - APRIL 24 | RICHMOND, VA





WORKSHOP OVERVIEW

Empower participants with the skills to navigate workplace challenges and foster organizational excellence through the mastery of organizational culture inspired by the principles of Olympic excellence.

WORKSHOP OBJECTIVES



EXPLORE THE CORE PRINCIPLES OF OLYMPIC EXCELLENCE AND THEIR RELEVANCE TO ORGANIZATIONAL CULTURE.



DISCUSS PRACTICAL STRATEGIES FOR CULTIVATING A RESILIENT AND HIGH-PERFORMING CULTURE.



ENGAGE IN INTERACTIVE ACTIVITIES TO APPLY LEARNED CONCEPTS TO REAL-WORLD SCENARIOS.

KEY TAKEAWAYS

Alignment with Core Values
Understanding Organizational Culture
Identifying Hurdles
Overcoming Hurdles

Cultivating Organizational Culture
Designing a Liveable Culture
Interactive Activities

What do you believe are the biggest hurdles your organization faces in fostering a culture of excellence?



KEY TERMINOLOGY

Culture: In this workshop, culture refers to the shared values, beliefs, norms, and behaviors that define the working environment and shape the interactions and experiences of employees within an organization

Excellence, within the context of the workshop, denotes the pursuit of the highest standards of performance, quality, and achievement in all aspects of organizational endeavors.

Cultural excellence refers to the alignment of organizational culture with the principles of Olympic excellence, such as excellence, respect, camaraderie, resilience, and continuous improvement



Core Principles of Olympic Excellence

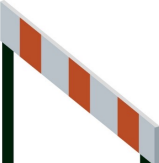
- Excellence: Striving for the highest standards of performance and continuous improvement.
- Respect: Embracing diversity, inclusion, and fair play, both on and off the field.
- Friendship: Fostering mutual understanding, camaraderie, and collaboration among athletes and nations.



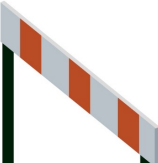
Hurdles to Organizational Culture

- Resistance to Change
- Lack of Leadership Alignment
- Siloed Mindsets
- Communication Barriers


Overcoming Hurdles



Proactive
Change Management



Cross-Functional
Collaboration



Effective Communication



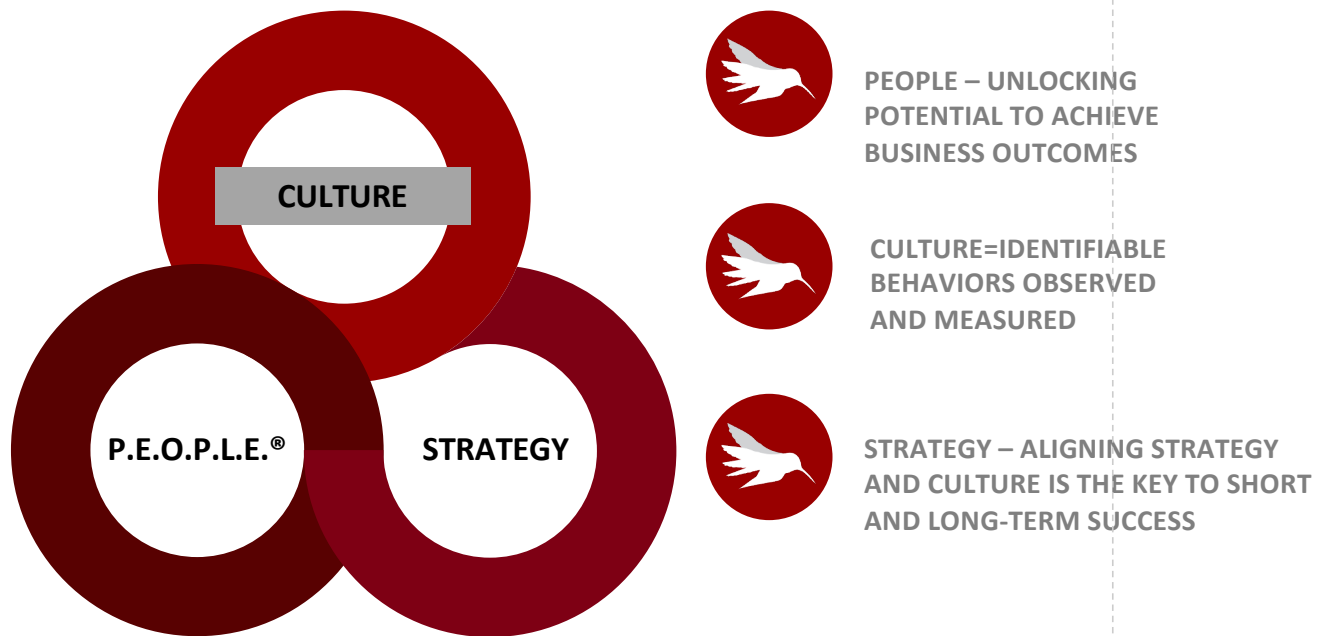
Cultivating Organizational Culture: Practical Strategies

- Align cultural initiatives with organizational goals and values.
- Foster open communication and transparency.
- Recognize and celebrate cultural wins.
- Lead by example and empower employees to embody desired cultural traits.

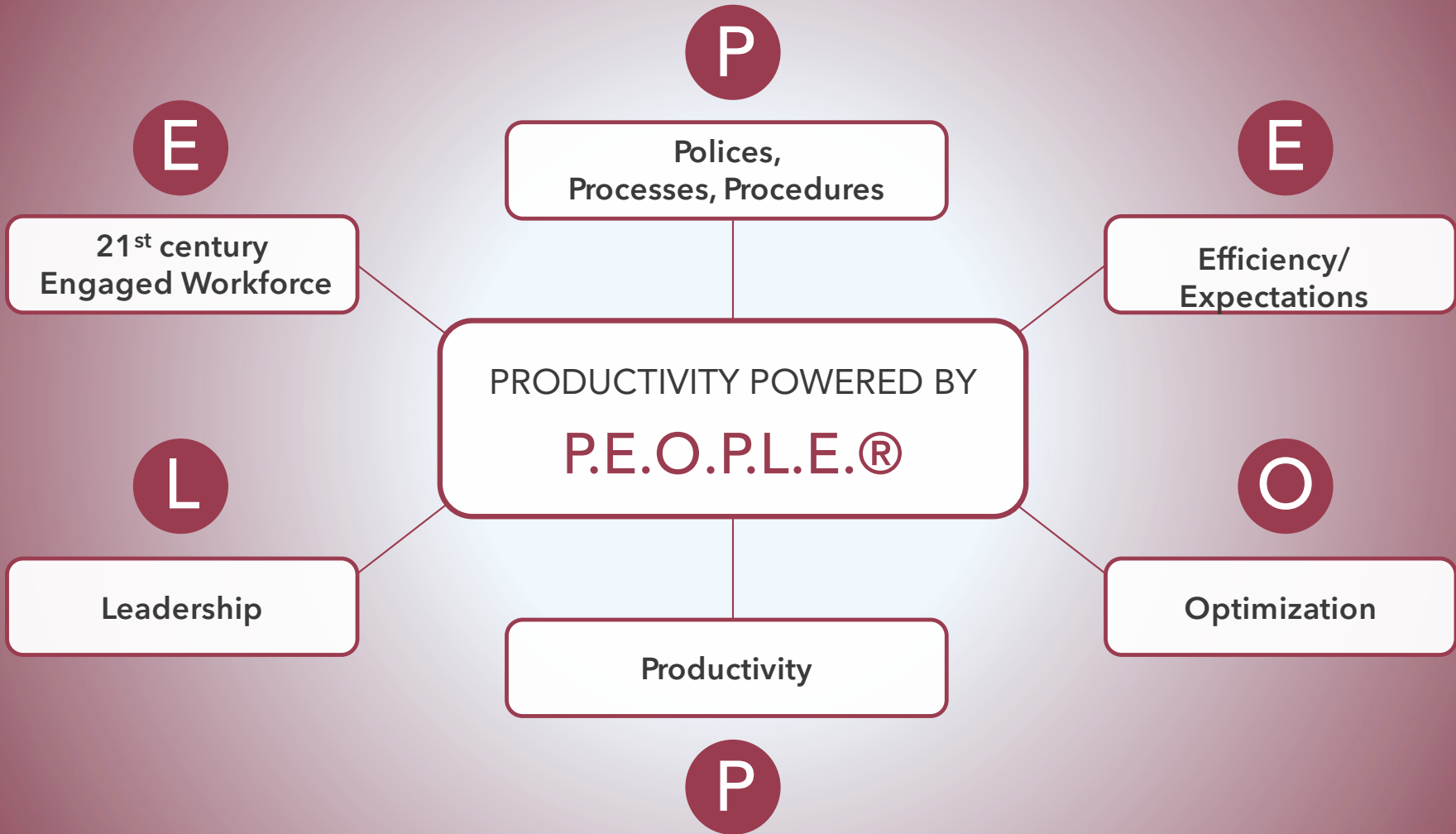
The background features several interlocking golden gears. The words 'CUM BREVI' and 'MORTE PLACET' are embossed on the teeth of the gears. A bright light source is positioned at the center where two gears meet, creating a lens flare effect. The entire scene is set against a dark, muted green background.

DESIGNING A LIVEABLE CULTURE

Culture is at the Heart of Business Performance

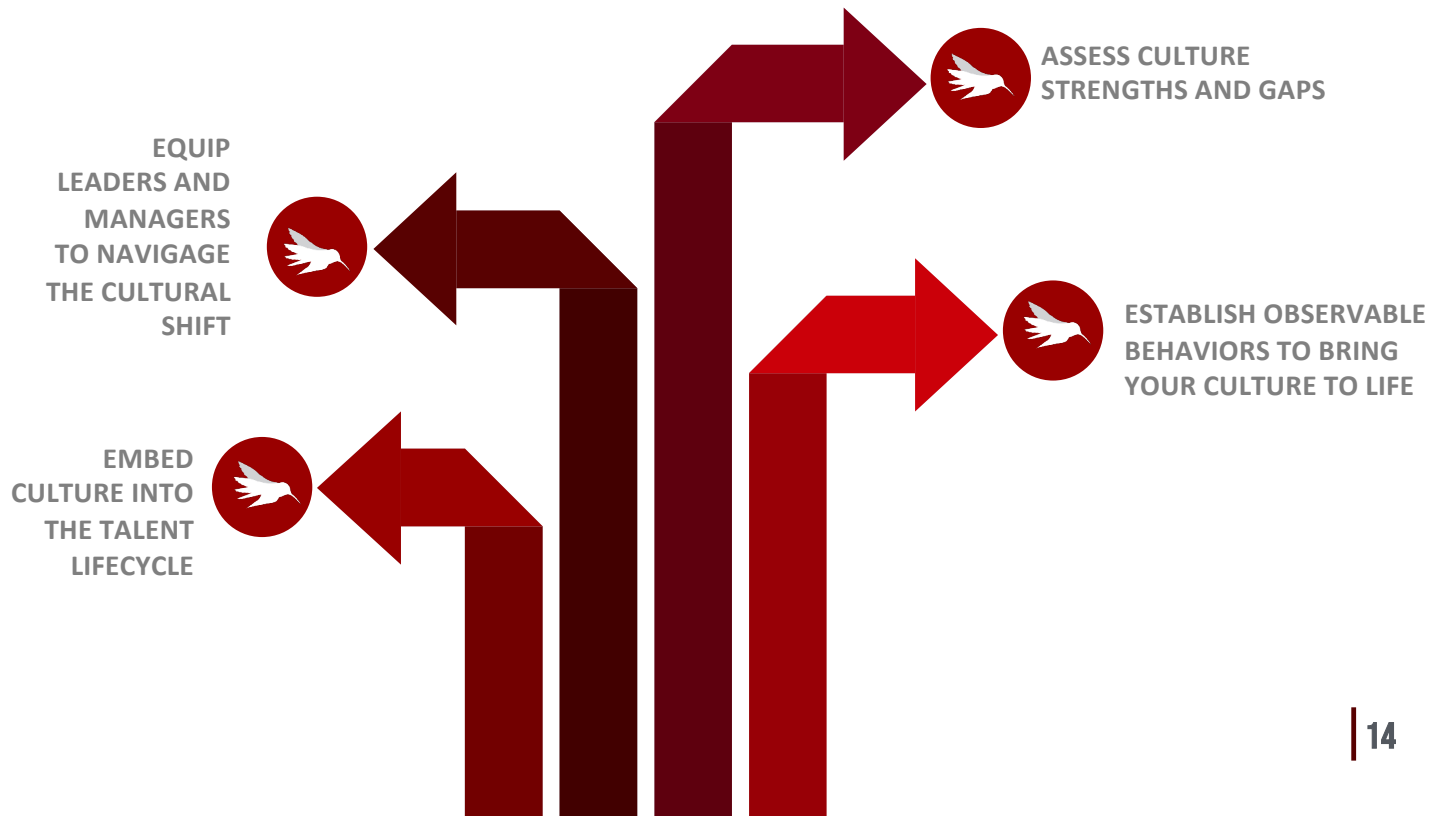


A data-led approach to aligning people, culture and strategy.





FOUR PILLARS in creating a livable culture aligned with organizational purposes and operational excellence



A photograph of two hands, one light-skinned and one dark-skinned, holding a blue pen together against a blue background. The text is overlaid on this image.

Interactive Activity: Cultivating Cultural Excellence

Culture Transformation

WRITE YOUR SUBTITLE HERE

Define Target Culture

Define the target culture you need for your strategy to be successful

Culture Management

Strategic efforts taken by leaders and managers to shape, nurture, and maintain a desired organizational culture.

01

02

03

04

05

Discovery

Comprehensive needs assessment to understand the client's challenges, opportunities, goals, and objectives.

Diagnostic Current Culture

Diagnose today's culture and understand where you're starting

Track Progress

Repeat diagnostics to track progress towards closing the 'Culture Gap'

WHAT WE'VE LEARNED



Explored core principles of Olympic Excellence: excellence, respect, and friendship, and their relevance to organizational culture.



Identified common workplace hurdles: resistance to change, lack of leadership alignment, siloed mindsets, and communication barriers.



Discussed practical strategies for overcoming hurdles: proactive change management, fostering collaboration, aligning cultural initiatives with goals, and leading by example.



Engaged in interactive activities to brainstorm and share resilience-building strategies within teams or departments.



Emphasized the importance of applying lessons learned to drive cultural transformation and organizational excellence.



Encouraged participants to leverage the principles of Olympic Excellence in fostering positive change within their organizations.



QUESTIONS & ANSWERS

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