

A Make It Human
online learning course:

Nurturing Growth Cultures



www.make-it-human.com



Make It Human



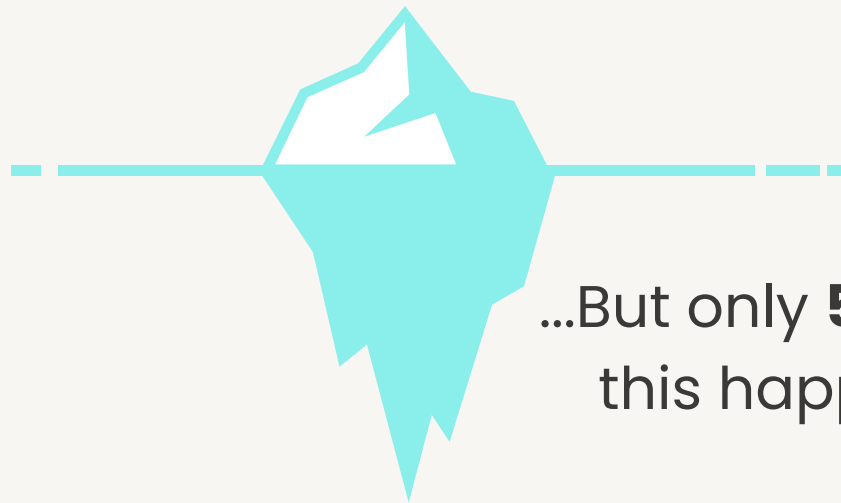
“Having an organisation that doesn’t have a climate of fear is something you can’t put a price on.”

– Ed Catmull, Pixar President



Why do we **need this?**

75% of leaders rate improving culture as their top priority.*



...But only **51%** of employees see this happening in practice.*

And, our own research suggests only **50%** of leaders and managers proactively discuss culture with their teams or senior leaders.

Leaders want to improve culture,
but ***don't know how***



**Spencer Stuart the measure of leadership, 2024*

Who's it for?

An online course for **leaders & managers** who want to **shape cultures** where **people and business thrive**.

Targeting known areas* holding us back:

01

We need to get better at building the Case for Culture

02

We need to understand HOW to improve culture

03

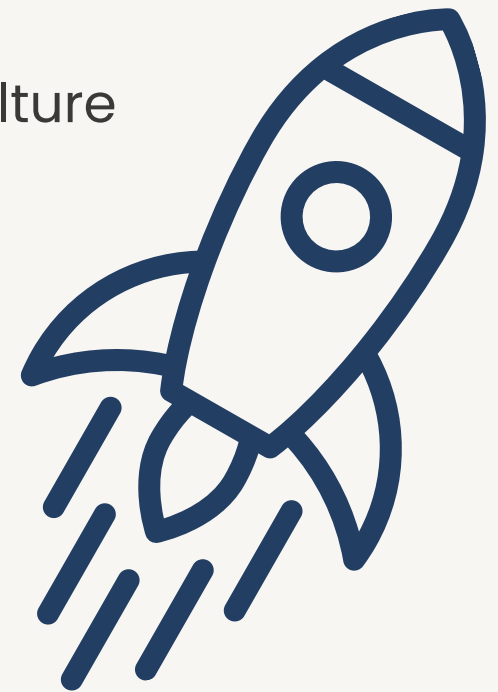
We need better tools & insights

04

We urgently need to develop culture skills

05

We need on-demand advice & development, as culture evolves



**Based on MIH research & existing culture research*

Build great culture, **intentionally.**



***At Make It Human we equip you to
intentionally
build great culture, in the flow of work.***

Great culture doesn't just happen.
And culture is never 'done'.

Values on the wall and annual engagement surveys
don't build strong cultures.

It's what happens in the everyday and at critical
moments, that really counts.

We equip you with the knowledge, skills & resources to
build and nurture great culture, when you need it most.

What's it about?

Nurturing Growth Cultures

This course will help you understand what culture is, what good looks like, & provide models, stories & tools to **help you nurture thriving cultures**, in the flow of work.

Critically, it will help you **develop the skills and knowledge** required for long-term culture-building success. Whether you're an HR professional, business leader or team manager, you're a culture shaper, and this will help you ensure **your culture fuels growth for people & business.**



What topics are included?

The course includes 8 modules

*Together, these provide a path to nurturing growth cultures.
Complete as a series or pick those relevant to your need.*

01

Building the Case for Culture

02

Design for Human Growth

03

Strengthen the Organisational Body

04

Re-wiring the Organisational Mind

05

Get the Heart beating with Human Managers

06

We become what we measure

07

Maintaining healthy culture

08

Culture habits for success

How does it improve **Culture Skills?**

The course develops

8 Capabilities & 8 Knowledge areas
enabling you to nurture great culture, in the flow of work.

Culture Capabilities

- Commercial Understanding
- Persuading & Influencing
- Meaningful Relationships
- Inspiring Communication
- Analysing & Evaluating
- Learning & Growing
- Strategic Thinking
- Tenacity & Drive



Culture Knowledge

- Culture Models
- Culture Impact
- Drivers of Corporate Performance
- Measures of Success
- Tools & Systems
- Psychological Theories
- Behavioural Change
- Case Stories



Does it *really* work?

Engaging & practical learning:

- Clear learning objectives
- Targets critical culture capability & knowledge areas
- Includes videos, voiceovers and real-life case stories from well-known organisations

Designed to create lasting habits:

- Worksheets & reflection points – applying learning to own culture
- Learning & knowledge checks
- Interactive scenarios – enabling practice before the real event
- Recommendations for applying learnings in every day roles

Don't just take our word for it...



Sarah Jallow, HR Leader

"Make It Human provides practical insights and actionable solutions that empower you to improve and continually evolve the culture of your business."



Steven Beattie, Chief People Officer, Lexxic

"The insights are relevant and easy to implement and we're confident that we will see significant improvements in our employee engagement, performance, and overall organisational culture at Lexxic"

Power-up your culture skills



& get *your* culture
on the path
to growth!

Start Today

www.make-it-human.com