

Make It Human



Workshops to kick-start thriving cultures



www.make-it-human.com



Make It Human



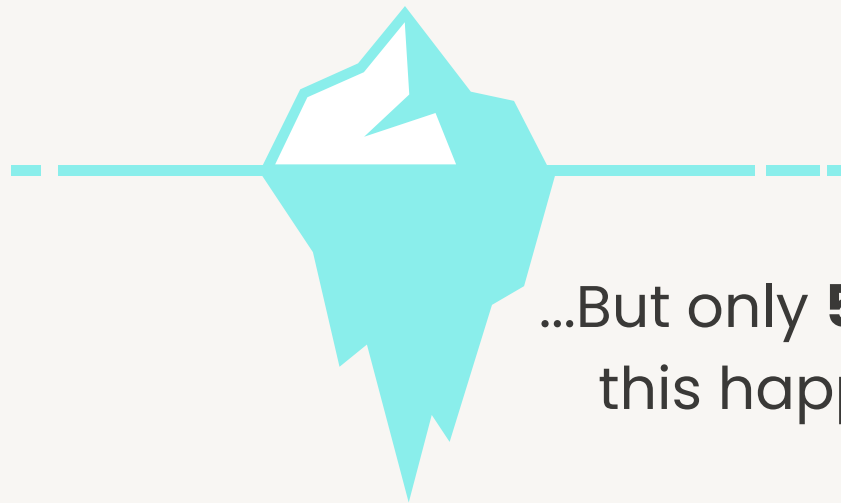
"Corporate culture matters. How management chooses to treat its people impacts everything, for better or for worse."

- Simon Sinek



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?

Workshops for **leaders, managers and HR Professionals** 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, models & 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.

How does it work?

Flexible Workshop Content

Formats include:

- In-person or virtual (up to 12 in person/20 virtually)
- Interactive 2-3 hour sessions including insights, models, case stories, exercises & practical tools to enable you to nurture great culture
- Delivered in-house

Topics covered:

- 10 ready to deliver workshops, including:
 - **6 to build the skills you need to nurture great culture** (deliver individually or as a series)
 - **4 to strengthen your culture at key moments**
- Each workshop is outlined on the following pages
- Bespoke content available on request



How does it improve **Culture Skills?**

The workshops are designed to develop

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

6 Workshops to develop your culture skills

Deliver as a series to comprehensively develop your culture skills or pick those relevant to your needs.



01 Building the case for culture

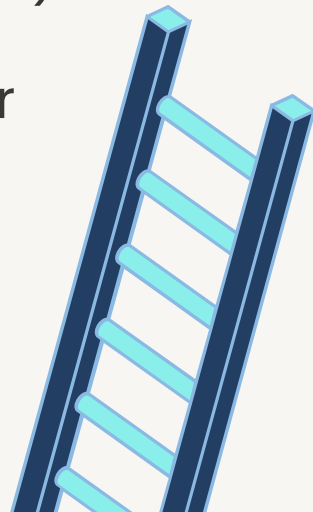
02 5 Elements: A recipe for thriving cultures

03 Embed foundations for growth

04 We become what we measure

05 10 signs of culture cracks (& how to fix them)

06 Culture habits for success



Workshop 1

Building the case for culture

Build culture knowledge & learn proven techniques to help you craft a winning case for improving culture.

For when you need to:

- Win support for improving culture
- Prove the value of great culture
- Confidently influence a range of stakeholders



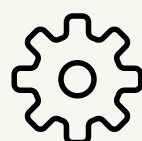
Delivered in 2-3 hour sessions, in-person or virtual



Engaging interactive content & proven models to embed lasting habits



Practical exercises: Profiling stakeholders; Identifying corporate drivers; preparing your case; pitching your case for culture



Tools & tips to apply in your own team/organisation; worksheets to pick up & use when you need to; real-life case stories

Workshop 2

5 Elements: A recipe for thriving cultures

Develop knowledge & skills to intentionally design & nurture thriving cultures in your team & organisation.

For when you need to:

- Create conditions for people to thrive
- Target action to improve culture experiences
- Build a culture people want to be part of



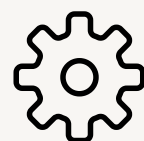
Delivered in 2-3 hour sessions, in-person or virtual



Engaging interactive content & proven models to embed lasting habits



Practical exercises: What humans need to thrive; evaluating your culture; target action to strengthen your culture



Tools & tips to apply in your own team/organisation; worksheets to pick up & use when you need to; real-life case stories

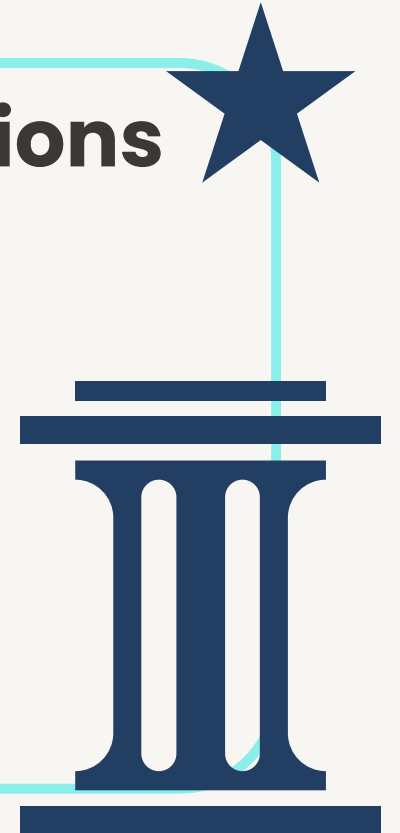
Workshop 3

Embed foundations for growth

Learn how to build strong foundations for lasting growth in your team/organisational culture.

For when you need to:

- Create proven & lasting foundations for growth
- Intentionally design culture to sustain healthy, high performance
- Ensure your culture fuels agility & learning



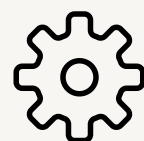
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Engaging interactive content & proven models to embed lasting habits



Practical exercises: The power of purpose; promoting fairness & integrity; nurturing psychological safety



Tools & tips to apply in your own team/organisation; worksheets to pick up & use when you need to; real-life case stories

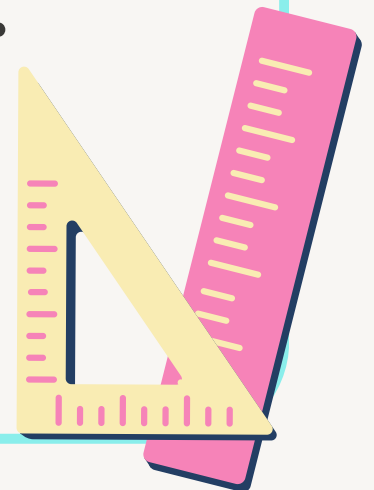
Workshop 4

We become what we measure

Learn how to ensure measures of success & rewards nurture happy, healthy, sustainable cultures.

For when you need to:

- Establish holistic success measures
- Align reward with healthy behaviour
- Set a new team, quarter or year up for success



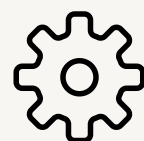
Delivered in 2-3 hour sessions, in-person or virtual



Engaging interactive content & proven models to embed lasting habits



Practical exercises: The behaviours we encourage; Step towards holistic measures; creating lasting habits



Tools & tips to apply in your own team/organisation; worksheets to pick up & use when you need to; real-life case stories

Workshop 5

10 Signs of culture cracks (& how to fix them)

Build understanding of the typical causes of culture failure & learn how to address them before it's too late.

For when you need to:

- Identify ways to improve your culture
- Tackle a known culture challenge
- Develop strong habits for continuously improving culture



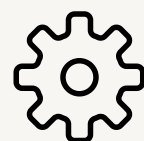
Delivered in 2-3 hour sessions, in-person or virtual



Engaging interactive content & proven models to embed lasting habits



Practical exercises: Culture is never done; is your culture cracking?; build habits to maintain thriving cultures



Tools & tips to apply in your own team/organisation; worksheets to pick up & use when you need to; real-life case stories

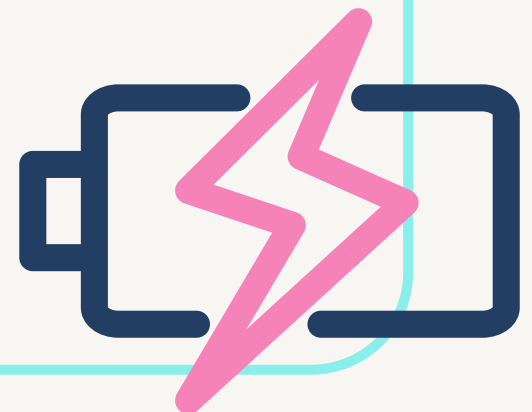
Workshop 6

Culture habits for success

Culture is never done. It's live & evolving. Develop habits to ensure you nurture a thriving culture that lasts.

For when you need to:

- Keep focused on nurturing a healthy culture
- Align culture skills and approaches with other leaders and managers
- Embed habits for long-term success



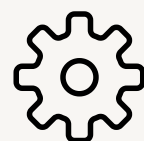
Delivered in 2-3 hour sessions, in-person or virtual



Engaging interactive content & proven models to embed lasting habits



Practical exercises: Identify pivot moments; Build strong culture habits; Align culture creator approaches



Tools & tips to apply in your own team/organisation; worksheets to pick up & use when you need to; real-life case stories

4 Workshops to strengthen your culture at key moments

*Deliver in combination with other workshops
or individually to accelerate your capability
to nurture the culture you need.*



07

Hybrid culture

09

Agile culture

08

Growth culture

10

Human culture



Workshop 7

Hybrid culture

Learn how to strike the balance between flexibility & connection and build thriving hybrid work cultures.

For when you need to:

- Ensure hybrid cultures nurture positive outcomes for people & business
- Embed habits to enable meaningful connection
- Boost engagement across disparate teams



Delivered in 2-3 hour sessions, in-person or virtual



Engaging interactive content & proven models to embed lasting habits



Practical exercises: Spark feelings of meaning & growth; target action to improve connection; identify lasting habits



Tools & tips to apply in your own team/organisation; worksheets to pick up & use when you need to; real-life case stories

Workshop 8

Growth culture

**Fed-up lurching about to deliver results?
Understand how to build foundations for
long-term growth for people & business.**

For when you need to:

- Create lasting foundations for growth
- Find a route to sustain healthy, high performance
- Ensure your culture can fuel continuous growth



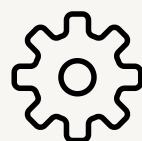
Delivered in 2-3 hour sessions, in-person or virtual



Engaging interactive content & proven models to embed lasting habits



Practical exercises: The power of purpose; promoting fairness & integrity; nurturing psychological safety



Tools & tips to apply in your own team/organisation; worksheets to pick up & use when you need to; real-life case stories

Workshop 9

Agile culture

In certain periods enabling change & evolution is key. Learn how to position your culture to fuel agility.

For when you need to:

- Get people & teams ready for change
- Ensure tools, systems & data enable new paths & opportunities
- Embed habits to fuel agility & growth



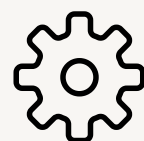
Delivered in 2-3 hour sessions, in-person or virtual



Engaging interactive content & proven models to embed lasting habits



Practical exercises: Spot old habits & biases; rewire your tools & systems for growth; embed growth habits



Tools & tips to apply in your own team/organisation; worksheets to pick up & use when you need to; real-life case stories

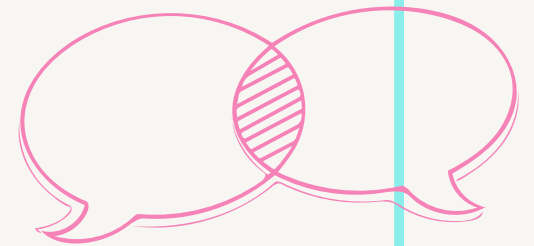
Workshop 10

Human culture

Learn how to nurture a human-centric culture by starting a new era in *human* management.

For when you need to:

- Transform management capability & role design for the new world of work
- Build engaged & performing cultures
- Get leaders & managers onboard with making it human



Delivered in 2-3 hour sessions, in-person or virtual



Engaging interactive content & proven models to embed lasting habits




Practical exercises: The case FOR management; what human-centric is & means; identify next steps




Tools & tips to apply in your own team/organisation; worksheets to pick up & use when you need to; real-life case stories

Workshop Pricing



All workshops (in-person or virtual) are £2,000+VAT (this includes up to 12 participants in-person/20 virtual).

Get in touch to discuss pricing for delivery of multiple workshops.



Terms & Conditions apply.

Pricing excludes expenses and venue hire (if required).

See www.make-it-human.com for more details.



Get in touch: Email us at hello@make-it-human.com and we will be delighted to discuss your requirements further.



Does it *really* work?

Engaging & practical learning:

- Clear learning objectives
- Targets critical culture capability & knowledge areas
- Includes practical and proven models for success
- Real-life case stories from well-known organisations

Designed to create lasting habits:

- Worksheets & lifelong tools - applying learning to own culture
- Interactive exercises - 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



& nurture a culture
where people & business
thrive.

Start Today

www.make-it-human.com