Building a High Functioning CJAB Culture Presentation
By Sylvia Hepler, Launching Lives, LLC and Jeannette Archer-Simons, Archer-Simons Consulting Group

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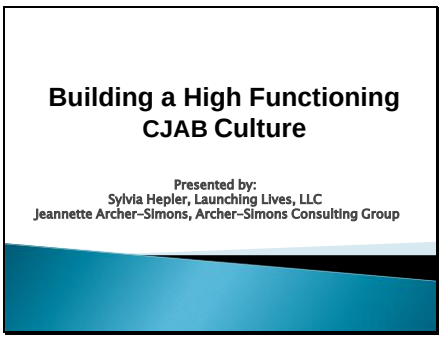

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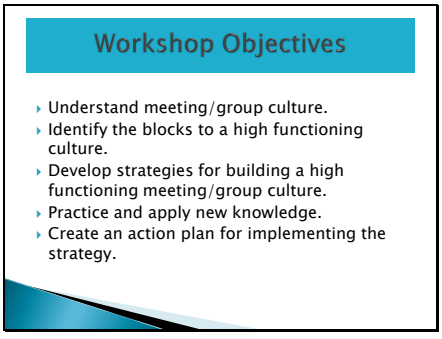

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What is Culture?

CULTURE equals certain conscious and unconscious behaviors that a group of people demonstrate after directly or indirectly deciding upon spoken and unspoken "rules" for working together.

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What is Culture?

COMPONENTS of CULTURE:

- Shared values
- Beliefs
- Philosophies
- Assumptions
- Attitudes
- Actions
- Organizational structures

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What is Culture?

People EXPERIENCE CULTURE THROUGH:

- Language
- Nonverbal communication
- Decision-making processes

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What is Culture?

People EXPERIENCE CULTURE THROUGH:

- Approaches to tasks and projects
- Frequent, regular practices

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Blocks to High Functioning Culture

- Lack of serious, consistent focus upon the CJAB "mission."
  - To what extent is this a reality for your CJAB now?
  - What factors fuel this reality?
  - What has to happen to alter this reality?

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Blocks to High Functioning Culture

- Lack of clarity about the kind of culture you want to cultivate.
- Lack of communication about the kind of culture you desire.
- Failure to engage in conversation about the culture you desire.

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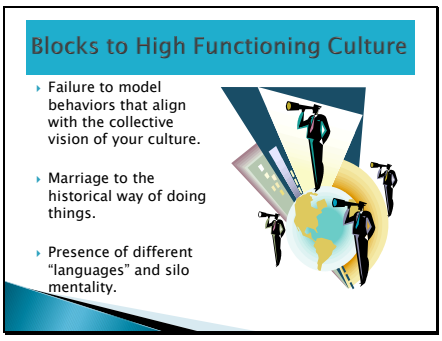

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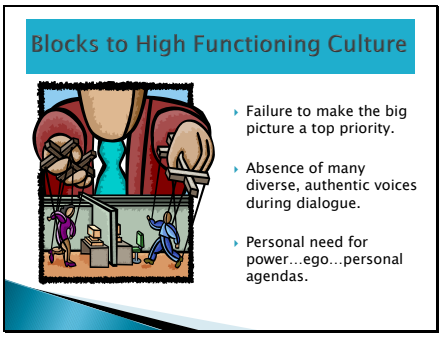

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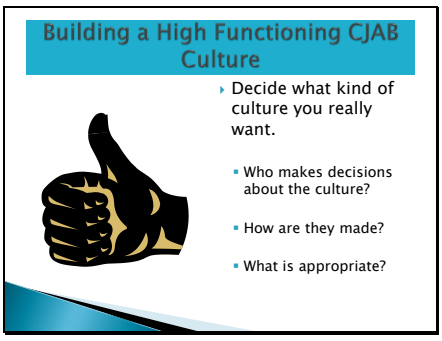

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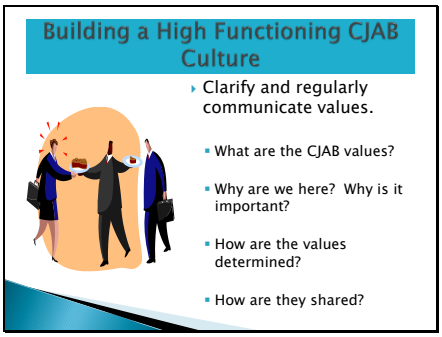

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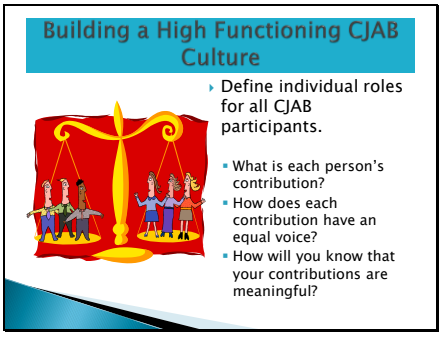

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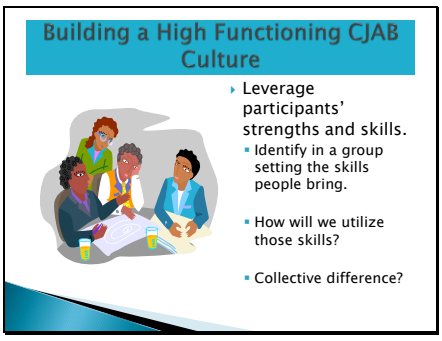

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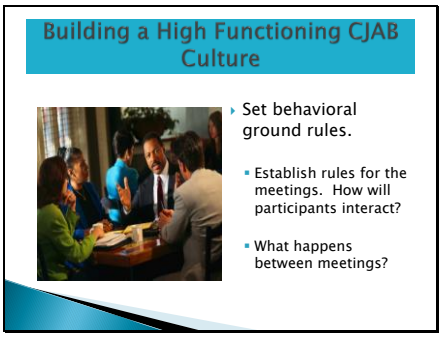

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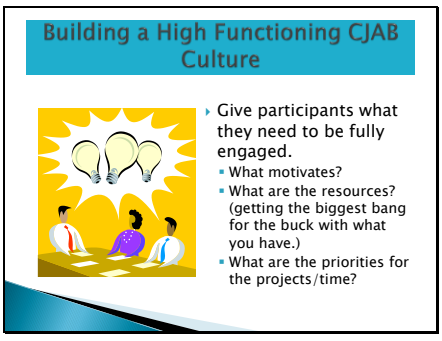

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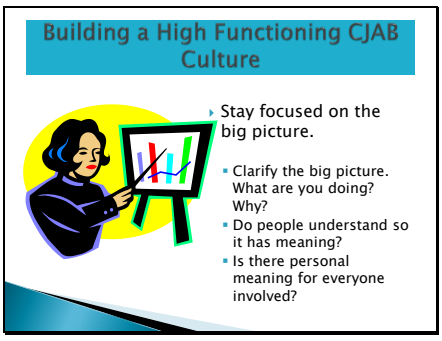

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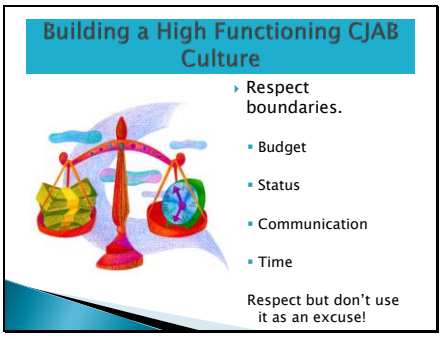

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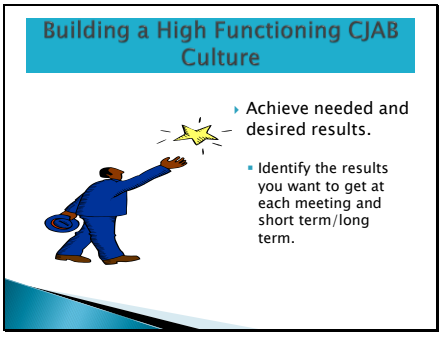

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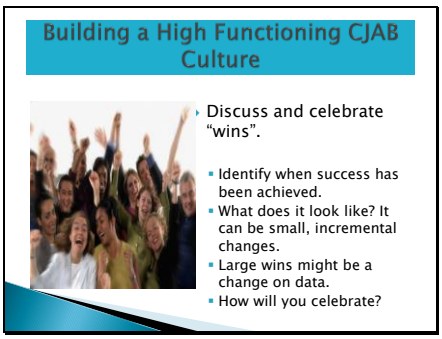

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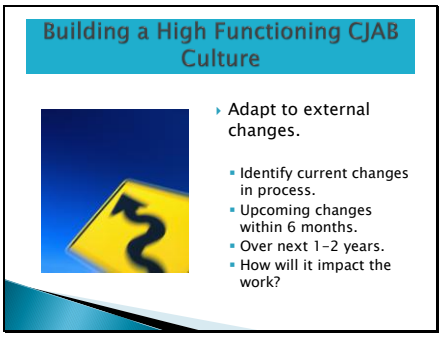

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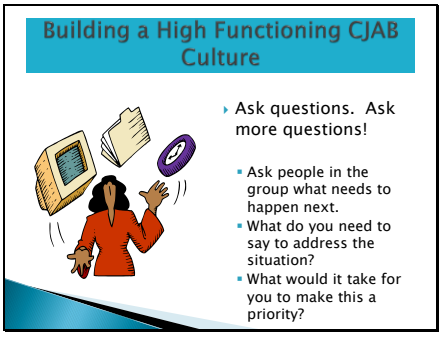

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Applying Strategy

Let's practice using Case Studies!

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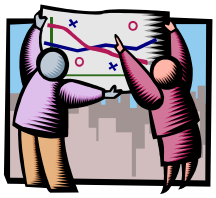
IT IS TIME TO. . .

- SHIFT your MINDSET

AND

- ALTER your STRATEGIES



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Next Steps

1. Identify at least one way you can contribute to changing meeting culture.
2. Identify one way you can clarify expectations and expected achievements.
3. Identify one action item in your office that will help you to move CJAB projects forward.

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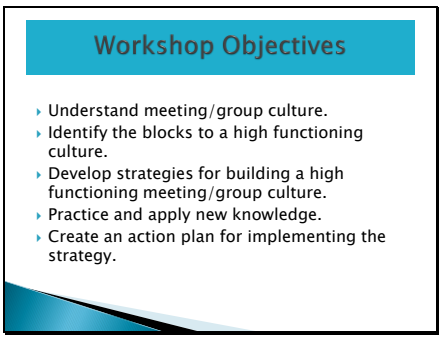

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