

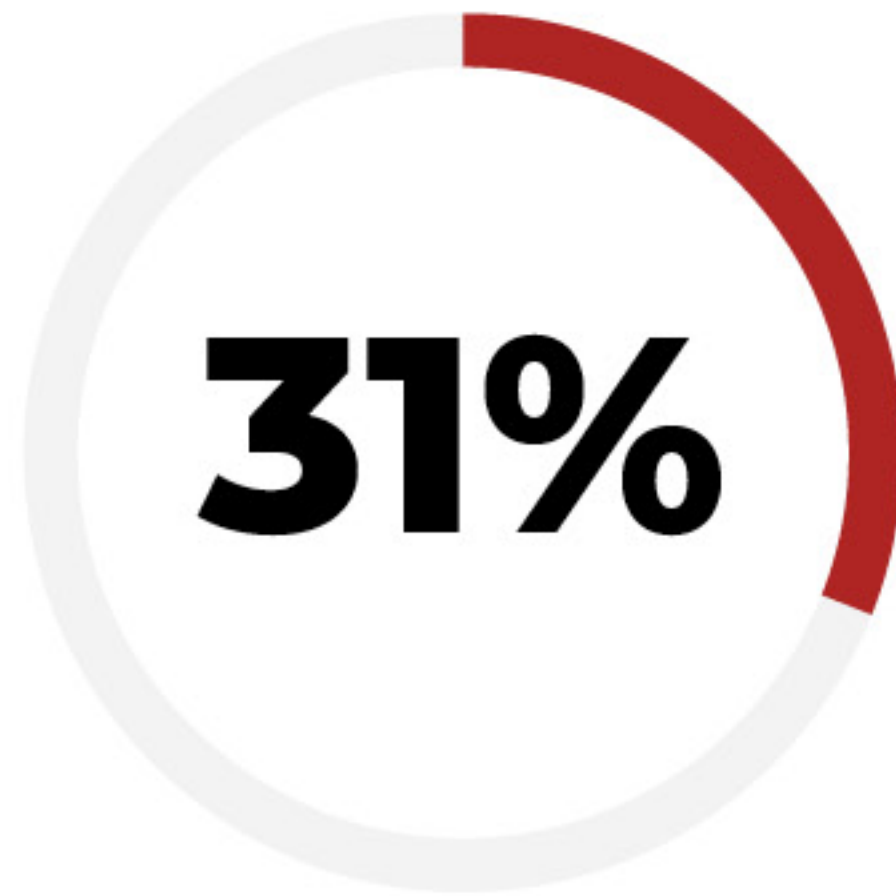
Creating a
**Thriving
Culture**
with **Sacred
Leadership**



A Disengaged Workforce

GALLUP

2024 Engagement Survey



Engaged



Disengaged



**Actively
Disengaged**

SECOND LAW OF THERMODYNAMICS:

**Everything Naturally Moves
Toward Disorganization**

Championing a Thriving Culture

PILLAR #1



Purpose & Guiding Values

**Where are we
going?**

**Purpose Provides
Meaning, Fuel,
and Resilience**

The Value of Guiding Values

Championing Purpose & Values

PILLAR #2



Healthy Leadership





HEALTHY LEADERSHIP

7

Healthy leaders are spiritually, emotionally, and physically oriented toward health.



**Healthy Leaders
Provide Steadiness,
Inspiration, & Growth**

Championing Healthy Leadership

PILLAR #3



Relationships & Trust



Tear Down Walls

Build Up Relationships

Championing Relationships & Trust

FORWARD PARTNERS

DATE

Champion a Thriving Culture

PURPOSE & GUIDING VALUES

1. Does your organization have a clear purpose statement? ☐ Yes ☐ No

2. Does your organization have a clear set of guiding values? ☐ Yes ☐ No

3. How well has your organization embraced your purpose and values?

- ☐ They are evident in everything we do at every level.
- ☐ We have them established and actively work to use them, but still have some work to do.
- ☐ We have them, but they are words on a website, not really something we talk about regularly.
- ☐ Purpose and values? What are those?

4. What are some next steps you need to take in order to more deeply integrate the purpose and values into the hearts and minds of your teams?

5. What have you done so far that has effectively operationalized your purpose and values?

HEALTHY LEADERSHIP

1. Is burnout a common challenge for your organization? ☐ Yes ☐ No

2. Do your leaders have the bandwidth to focus on their leadership development? ☐ Yes ☐ No

3. Healthy leaders are spiritually, emotionally, and physically oriented toward health. How healthy is your organization's overall leadership?

- ☐ We are stocked with healthy leaders and actively invest in their continued growth.
- ☐ We have healthy leaders in many areas, but still have a few areas of concern.
- ☐ We're beginning the journey of investing in a more healthy leadership culture.
- ☐ We are just happy checking boxes each day, and don't have the capacity to worry about the quality of our leadership.

4. Are there areas where you need to more deeply invest in leadership development?

5. Are there investments you are currently making in leadership development that are paying off?

RELATIONSHIPS & TRUST

1. Does your organization have silo problems? ☐ Yes ☐ No

2. Does your organization regularly create time for leaders or teams to connect relationally? ☐ Yes ☐ No

3. How well does your organization build relationships across departments and tear down silo walls?

- ☐ We regularly spend relational time together and don't allow walls to separate us.
- ☐ We invest in relationships, but the walls are still occasionally a problem.
- ☐ Silo walls are a consistent challenge. We've tried tearing them down but haven't fully figured it out yet.
- ☐ We're fully entrenched in our silos. Get off our lawn.

4. Are there areas where you need to more deeply invest in leadership development?

5. Are there investments you are currently making in leadership development that are paying off?

COMMITMENT

What is one action you commit to in order to champion a thriving team?

Champions of Culture

The Practice

**Your Leadership
is Sacred**

**KEEP
MOVING
FORWARD**

Let's connect on LinkedIn

