

## LeaderSHIFT®

**Planned Organizational Culture\* Change for Executives and their teams who want to improve productivity, innovation, quality, commitment and profit.**

**We teach consultants, managers and other professionals** to work together to create greater meaning in their organization, to trust their wisdom and to be creative about helping people change. The result is this. Clearer decisions are made. Meaningful, sustainable work follows. Productivity soars. Imagine what happens to profit!

**We use a non-traditional model for 'Planned Organizational Culture Change' that:**

- Saves time and money by building relationships. Improves trust and collaboration.
- Teaches formal and informal leaders to use *out-of-the box thinking and behaviour*.
- Develop individual leadership and team functioning that others wanted to follow.
- Offers the most powerful organizational change process seen in years.

**LeaderSHIFT® is unique because:**

- it's a *flexible, constantly changing process* that builds sustainability.
- **each step positively impacts productivity, profit, commitment and more.**
- leaders and managers together learn to *create a high functioning culture*.
- the focus shifts from problem solving to visioning to help you create the future of your organization.
- participants learn to use four simple, not easy, steps to *resolve long standing company problems* and challenges.
- the workplace becomes a field of practice where participants learn to create a more highly productive environment.

As trust increases among individuals and then teams, authenticity, inspiration, confidence, decision making and collaboration expand throughout your organization.

**LeaderSHIFT®** is for 'Green Light' leaders. If this calls you, then please call us at (613) 721-5900.

Sincerely,

*Janice Calnan, Lee Wallace*

\* **Culture** refers to the patterns of human activity in an organization and the importance given to these activities by its people. Culture includes language, rituals, assumptions, expectations about who holds power and who is aligned with those who hold power, expectations about past experiences being necessary or not, how money is spent and many other beliefs and behaviors that are passed down from the founders. A culture is based on beliefs and events of the past regarding how things *'should', 'must' and 'ought'* to be in that organization. To change the culture you must first address the underlying beliefs.