HR·LEAD
Powering Strategy
Through People.

The Power of People: **Building and Sustaining High Performance Cultures**



Jane Sparrow

Culture, Change and High Performance Author & Expert |
Founder and Managing Director – The Culture Builders

HR·LEAD

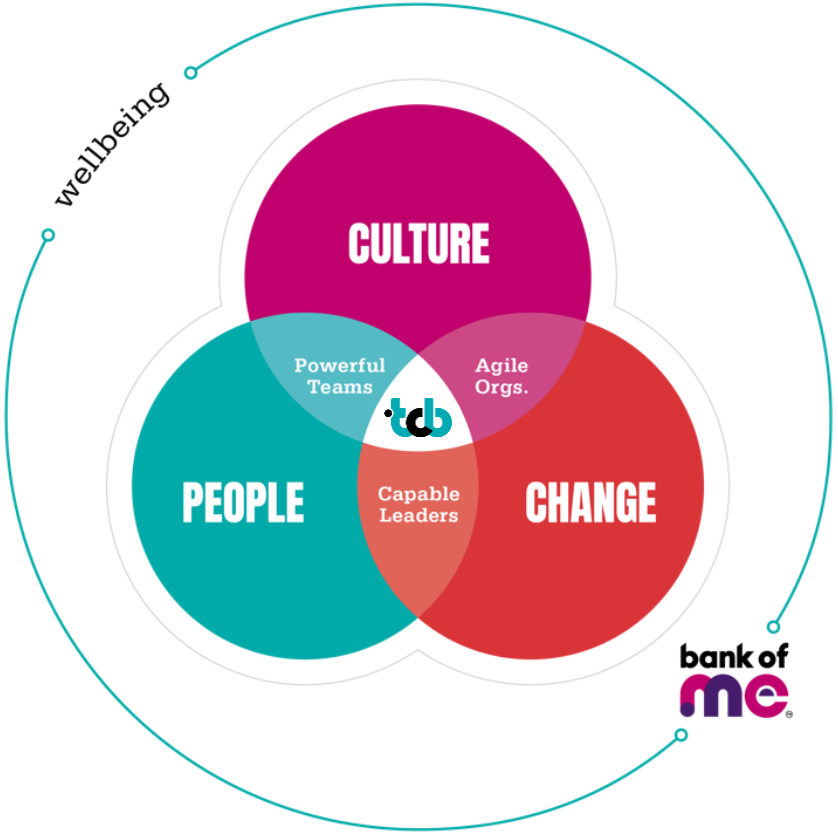
"Culture isn't a thing, it's **everything**!"

About The Culture Builders

HR·LEAD

- 150 clients over the last 14 years - Asia / Europe / US / Africa / Middle East
- Three published books, with the fourth in production
- Twice winner of the Culture Consultancy of the year award
- 12 team members located across the globe + 50 associates
- Trading for 14 years, with more than 100 years combined knowledge

Disney+ asos NBC UNIVERSAL HSBC NOKIA SONY Pernod Ricard BBC



The Culture Builders:

Experts in **culture, change and people**, underpinned by **lessons in wellbeing** for teams and individuals.

What is a High Performance Culture?

HR·LEAD
Powering Strategy
Through People.

HR·LEAD


HIGH PERFORMANCE CULTURE
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OWNERSHIP
ALIGNMENT
ENERGY
Accountability
Empowerment
Expectations
Belief
Direction
Connection
Capability
Challenge
Valuing People
Pace
Wellbeing
Resilience & Growth

WHY?

- Why is this the process?
- Why is it important that we do this?
- Why will this deliver commercial outcomes for us, our vendors and our customers?
- Why have you made the decision you have?




HR·LEAD
IS IT FOR INFORMATION, INPUT OR DECISION?

FIVE ROLES

HR·LEAD

PR The Prophet

Providing a vision and inspiring others

SY The Storyteller

Context setting and story sharing

ST The (People) Strategist

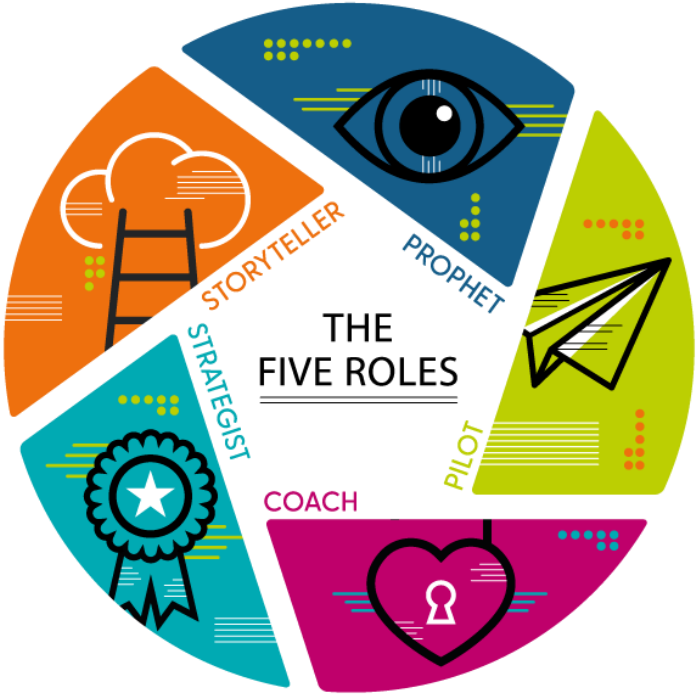
Sense making, making connections, planning and implementation

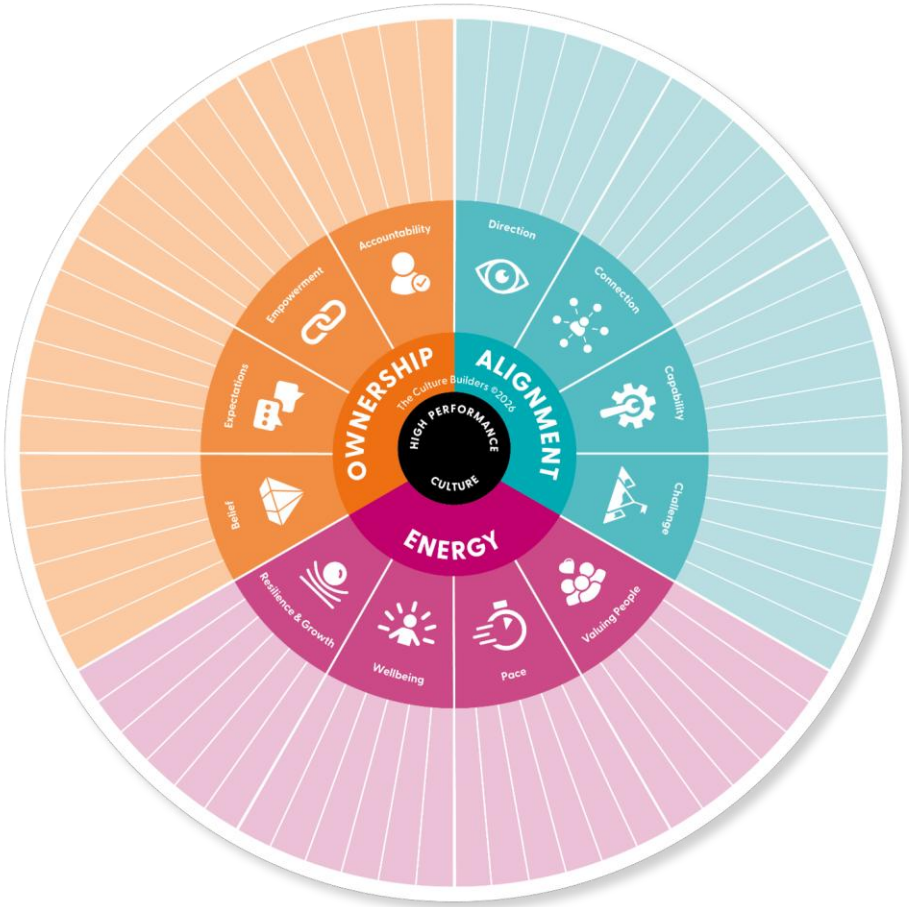
CO The Coach

Empowering others and helping them grow through change

PI The Pilot

Building trust, managing emotions, creating safety





"**Align** people to your mission, give clear **ownership** and create the **energy** to fuel the organisation to deliver."

Jane Sparrow
Author, Culture Commentator and Founder at The Culture Builders

Thank You

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THE CULTURE BUILDERS

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