

# MODULES IN GUIDED CULTURE PROCESS, STAND-ALONE ELEARNING & SUBSCRIPTIONS

The following are topics inside of a guided culture process. Most groups complete one full training unit in a calendar month (2 individual modules and 1 group module) but some decide to complete each training unit bi-weekly, ending in 9 months, rather than 18 months

## Pre-Project Activities – Month 1



INDIVIDUAL TRAIN-THE-TRAINER MODULE 1

*Into to Your Client Lead Handbook* – [SAMPLE HERE](#)

1. Roles and responsibilities of client lead and staff
2. Capacity building with all staff
3. Commitments, timeline and project plan
4. Seven-step process and success criteria
5. Systems integration process and plan



INDIVIDUAL TRAIN-THE-TRAINER MODULE 2

*Project and Onboarding Orientation* – [SAMPLE HERE](#)

1. Understanding project and orientation steps
2. Developing rapport with mentees
3. Time-blocking and ideal locations
4. Creating a plan for mentoring and facilitation
5. Getting support through the orientation process



INDIVIDUAL TRAIN-THE-TRAINER MODULE 3

*Mentoring* – [SAMPLE HERE](#)

1. Mentoring templates and data reporting forms
2. What mentoring is NOT and what it is
3. The purpose and components in mentoring
4. How to overcome challenges in mentoring
5. Pairings and Q&A

## Project Month 1 (Continued)



INDIVIDUAL TRAIN-THE-TRAINER MODULE 4

*Group Facilitation* – [SAMPLE HERE](#)

1. Commitment and intent of group facilitation
2. Specific steps for preparing for group sessions
3. How to use your leader guide effectively
4. When leading as a team of two
5. Engaging participation with your group



EXECUTIVE PROJECT PLANNING SESSION

*Creating Your Extraordinary Workplace*

1. Setting performance targets
2. Establishing roles and responsibilities
3. Establishing a timeline and schedule dates
4. Engaging in blueprint development
5. Overview of project and capacity building

## Planning & Project Kickoff - Month 2



GROUP PROJECT KICKOFF – [SAMPLE HERE](#)

*Creating Your Extraordinary Workplace*

1. Understand particulars of new culture and 7 steps
2. Identify and overcome common challenges
3. Distribute SAS and Ntrinsx surveys
4. Scope of work, timelines, steps and commitments
5. Reactive vs. proactive thinking and behaving

## Training Unit 1 - Month 3



### INDIVIDUAL MODULE 1A – [SAMPLE HERE](#)

#### *What and Why A Responsibility-Based Culture?*

1. Understand human systems and why they matter
2. Prioritize relationships to manage in order to lead
3. Understand three engagement levels and effects
4. Examine reasons you or others quit or disengage
5. Belief that strengthen or diminish responsibility



### INDIVIDUAL MODULE 1B – [SAMPLE HERE](#)

#### *What and Why A Responsibility-Based Culture?*

1. Understand human systems and why they matter
2. Prioritize relationships to manage in order to lead
3. Understand three engagement levels and effects
4. Examine reasons you or others quit or disengage
5. Beliefs that strengthen or diminish responsibility



### GROUP MODULE 1 – [SAMPLE HERE](#)

#### *Creating Your Extraordinary Workplace*

1. Understand particulars of new culture and 7 steps
2. Identify and overcome common challenges
3. Scope of work, timelines, steps and commitments
4. Reactive vs. proactive thinking and behaving
5. Adopt an outcomes-framework

## Training Unit 2 – Month 4



### INDIVIDUAL MODULE 2A – [SAMPLE HERE](#)

#### *Just What Are We Transforming From, Into?*

1. Self-directed and other-directed behavior
2. Effects of self-deception and self-betrayal
3. Four core social needs driving all behavior
4. Compare and contrast five management models
5. Control systems and their dramatic impacts



### INDIVIDUAL MODULE 2B – [SAMPLE HERE](#)

#### *Just What Are We Transforming From, Into?*

1. Self-directed and other-directed behavior
2. Effects of self-deception and self-betrayal
3. Four core social needs driving all behavior
4. Compare and contrast five management models
5. Control systems and their dramatic impacts



### GROUP MODULE 2 - [SAMPLE HERE](#)

#### *Review, Relevance, Resources*

1. Getting started
2. Human systems
3. Managing relationships
4. Engagement
5. Personal responsibility

## Training Unit 3 – Month 5



### INDIVIDUAL MODULE 3A – [SAMPLE HERE](#)

#### *Your Cohesive Team 1*

1. Importance of organizational health for team
2. Team vs. a working group
3. Four stages of team building
4. Strengthen eight values that build trust
5. Circumvent gossip and use healthy venting



### INDIVIDUAL MODULE 3B – [SAMPLE HERE](#)

#### *Your Cohesive Team 2*

1. Importance of organizational health for team
2. Team vs. a working group
3. Four stages of team building
4. Strengthen eight values that build trust
5. Circumvent gossip and use healthy venting



### GROUP MODULE 3 – [SAMPLE HERE](#)

#### *Review, Relevance, Resources*

1. Self-directed and other-directed behaving
2. Clarify effects of self-deception and self-betrayal
3. Brainstorm strategies to satisfy four core needs
4. Contrast five management models
5. Power-over and power-under to power-within

## Training Unit 4 – Month 6



### INDIVIDUAL MODULE 4A – [SAMPLE HERE](#)

#### *Creating Your Blueprint 1*

1. Why alignment?
2. Introduction to six blueprint components
3. Clarifying purpose statement
4. Understanding and identifying values
5. Structure and guidelines for defining visions



### INDIVIDUAL MODULE 4B – [SAMPLE HERE](#)

#### *Creating Your Blueprint 2*

1. SMART goals
2. Strategies and procedures
3. Roles and responsibilities
4. Adopting accountability and support strategies
5. Applications for blueprints and use in mentoring



### GROUP MODULE 4 – [SAMPLE HERE](#)

#### *Review, Relevance, Resources*

1. Organizational Health
2. Team vs. Working Group
3. Four Stages of Team
4. Mind Trust
5. Healthy Venting Tool

## Training Unit 5 – Month 7



### INDIVIDUAL MODULE 5A [SAMPLE HERE](#)

#### *Communicating to Build Trust 1*

1. Four emotional intelligence skills
2. Communication realities
3. Four healthy guidelines for speaking
4. Hearing vs. listening
5. Reasons people speak



### INDIVIDUAL MODULE 5B – [SAMPLE HERE](#)

#### *Communicating to Build Trust 2*

1. Role of empathy in communication
2. Increase capacity for empathy
3. Read and respond to cues from others
4. Five ways to listen
5. Bridge gaps in communication



### GROUP MODULE 5 – [SAMPLE HERE](#)

#### *Review, Relevance, Resources*

1. 7 steps to an extraordinary workplace
2. Benefits of developing a blueprint
3. Purpose as THE top priority
4. Differences between purpose, values, and visions
5. Sharing blueprints

## Training Unit 6 – Month 8



### INDIVIDUAL MODULE 6A – [SAMPLE HERE](#)

#### *Communicating to Build Trust 3*

1. Dialogue tool
2. Restructuring frustrations tool
3. Making accountable requests
4. Making accountable agreements
5. Encouragement strategies and tools



### INDIVIDUAL MODULE 6B – [SAMPLE HERE](#)

#### *Communicating to Build Trust 4*

1. Dialogue tool
2. Restructuring frustrations tool
3. Making accountable requests
4. Making accountable agreements
5. Encouragement strategies and tools



### GROUP MODULE 6 – [SAMPLE HERE](#)

#### *Review, Relevance, Resources*

1. Four emotional competencies
2. Communication realities
3. Effective listening skills
4. Role of empathy in communication
5. Reasons people speak and ways to listen

## Training Unit 7 – Month 9



### INDIVIDUAL MODULE 7A – [SAMPLE HERE](#)

#### *Redirecting Negative Behavior 1*

1. Human systems
2. Engagement and disengagement
3. Personal responsibility, other- and self-directed
4. Four core social needs
5. Private logic



### INDIVIDUAL MODULE 7B – [SAMPLE HERE](#)

#### *Redirecting Negative Behavior 2*

1. Adlerian concept 1 of 5: We are social
2. Definition and four types of misbehavior
3. Adlerian concept 2 of 5: We are purposeful
4. Adlerian concept 3 of 5: We are self-determining
5. Adlerian concept 4 of 5: We are subjective



### GROUP MODULE 7 – SAMPLE HERE

#### *Review, Relevance, Resources*

1. Understand and use of thermometer tool
2. Understand and use dialogue tool
3. Address frustrations constructively
4. Make accountable requests and agreements
5. Communicate encouragement

## Training Unit 8 – Month 10



### INDIVIDUAL MODULE 8A – [SAMPLE HERE](#)

#### *Redirecting Negative Behavior 3*

1. Harmful effects of punishment and rewarding
2. Adlerian concept 5 of 5: We are holistic
3. Perceptions and assumptions
4. Introduction to redirect tool and key terms
5. Reacting vs. responding



### INDIVIDUAL MODULE 8B – [SAMPLE HERE](#)

#### *Redirecting Negative Behavior 4*

1. What is redirect?
2. Mistaken goal 1 of 5: Attention
3. Disclosing a goal
4. Change process
5. Mistaken goal 2 of 5: Power



### GROUP MODULE 8 – SAMPLE HERE

#### *Review, Relevance, Resources*

1. Human systems
2. Punishment and rewards
3. Helpful and non-helpful responses
4. Don't think it out, feel it out
5. Mistaken goal 1: Attention

## Training Unit 9 – Month 11



### INDIVIDUAL MODULE 9A – [SAMPLE HERE](#)

#### *Redirecting Negative Behavior 5*

1. Mistaken goal 2 of 5: Power (continued)
2. Joy of opposition demonstration
3. Mistaken goal 3 of 5: Revenge
4. Two case studies
5. Scenarios for goals 2 and 3



### INDIVIDUAL MODULE 9B – [SAMPLE HERE](#)

#### *Redirecting Negative Behavior 6*

1. Mistaken goal 3 of 5: Revenge (continued)
2. Demo of redirecting in action
3. Mistaken goals and true needs
4. Mistaken goal 4 of 5: Inadequacy
5. Scenarios for goals 4



### GROUP MODULE 9 – [SAMPLE HERE](#)

#### *Review, Relevance, Resources*

1. Impacts of punishment and reward systems
2. Effects of harshness, rewards or redirect
3. Power, revenge and inadequacy scenarios
4. Knee-jerk reactions to goals 1 and 2
5. Healing qualities of redirecting mistaken goals

## Training Unit 10 – Month 12



### INDIVIDUAL MODULE 10A – [SAMPLE HERE](#)

#### *Redirecting Negative Behavior 7*

1. Mistaken goal 5 of 5: Significance
2. Demonstrations of redirect in action
3. Practice instructions and tips
4. Scenarios for goal 5
5. Assertions about misbehavior



### INDIVIDUAL MODULE 10B – [SAMPLE HERE](#)

#### *Redirecting Negative Behavior 8*

1. Review: Five Adlerian concepts
2. Review: Five mistaken goals and their redirect
3. Practice steps for regular sessions
4. Redirecting negative behavior chart
5. Practice steps chart and process



### GROUP MODULE 10

#### *Review, Relevance, Resources*

1. Five Adlerian concepts
2. Five mistaken goals and their redirect
3. Disclosing goals
4. Change process
5. Redirect chart and practice steps

## Training Unit 11 – Month 13



INDIVIDUAL MODULE 11A – SAMPLE HERE

### *Appreciative Inquiry 1*

1. Appreciative Inquiry (AI) basic concepts
2. AI vs. traditional problem-solving
3. Consequences of a deficit-based approach
4. AI research and applications
5. Celebrating what's right



INDIVIDUAL MODULE 11B – SAMPLE HERE

### *Appreciative Inquiry 2*

1. 4-D cycle
2. AI interview and tips
3. Challenges with AI
4. AI self-talk
5. Discovery phase



GROUP MODULE 11 – SAMPLE HERE

### *Review, Relevance, Resources*

1. Basic AI concepts
2. Celebrating what's right in the world
3. AI 4-D cycle
4. AI Applications
5. AI Interviews

## Training Unit 12 – Month 14



INDIVIDUAL MODULE 12A – SAMPLE HERE

### *Appreciative Inquiry 3*

1. Themes
2. Heliotropic
3. Interview protocol
4. Possibilities and definition of terms
5. Dream phase



INDIVIDUAL MODULE 12B – SAMPLE HERE

### *Appreciative Inquiry 4*

1. Provocative propositions
2. Design phase
3. Delivery phase
4. Interview protocol(s) ad the core group
5. Celebrating strengths and successes



GROUP MODULE 12 – SAMPLE HERE

### *Review, Relevance, Resources*

1. AI process and terms
2. Interview protocol(s) and the core group
3. Engaging all stakeholders
4. Personal side of AI
5. Barriers to AI and delivering change

## Training Unit 13 – Month 15



### INDIVIDUAL MODULE 13A – SAMPLE HERE

#### *Intrinsic Motivation: From Inside Out 1*

1. Four control models and effects
2. Engagement and disengagement
3. Inferiority complex
4. Change blindness
5. Core needs



### INDIVIDUAL MODULE 13B – SAMPLE HERE

#### *Intrinsic Motivation: From Inside Out 2*

1. Four intrinsic motivators
2. #1 Sense of Meaningfulness
3. Cynicism
4. Vision
5. Tasks



### GROUP MODULE 13 – SAMPLE HERE

#### *Review, Relevance, Resources*

1. Control, core needs
2. Inferiority and psychological contracts
3. Cynicism
4. Passion and vision
5. Whole tasks

## Training Unit 14 – Month 16



### INDIVIDUAL MODULE 14A – SAMPLE HERE

#### *Intrinsic Motivation: From Inside Out 3*

1. Intrinsic motivator #2: sense of choice
2. Delegation, trust, safety
3. Clear purpose and information
4. Intrinsic motivator #3: sense of competency
5. Knowledge, mentoring, appropriate challenge



### INDIVIDUAL MODULE 14B – SAMPLE HERE

#### *Intrinsic Motivation: From Inside Out 4*

1. Intrinsic motivator #4: sense of progress
2. Celebrating within community
3. Improvement measures
4. Intrinsic motivation leadership qualities
5. The motivation life cycle



### GROUP MODULE 14 – SAMPLE HERE

#### *Review, Relevance, Resources*

1. Intrinsic motivator #1: Sense of meaningfulness
2. Intrinsic motivator #2: Sense of choice
3. Intrinsic motivator #3: Sense of competency
4. Intrinsic motivator #4: Sense of progress
5. Steps for motivation of self and others



## Training Unit 15 – Month 17



GROUP MODULE 15 – SAMPLE HERE

*Ntrinsx Temperament Model*

1. Ntrinsx colors and their values
2. Colors and conflict
3. Colors and communication
4. Colors and leadership
5. Social intelligence