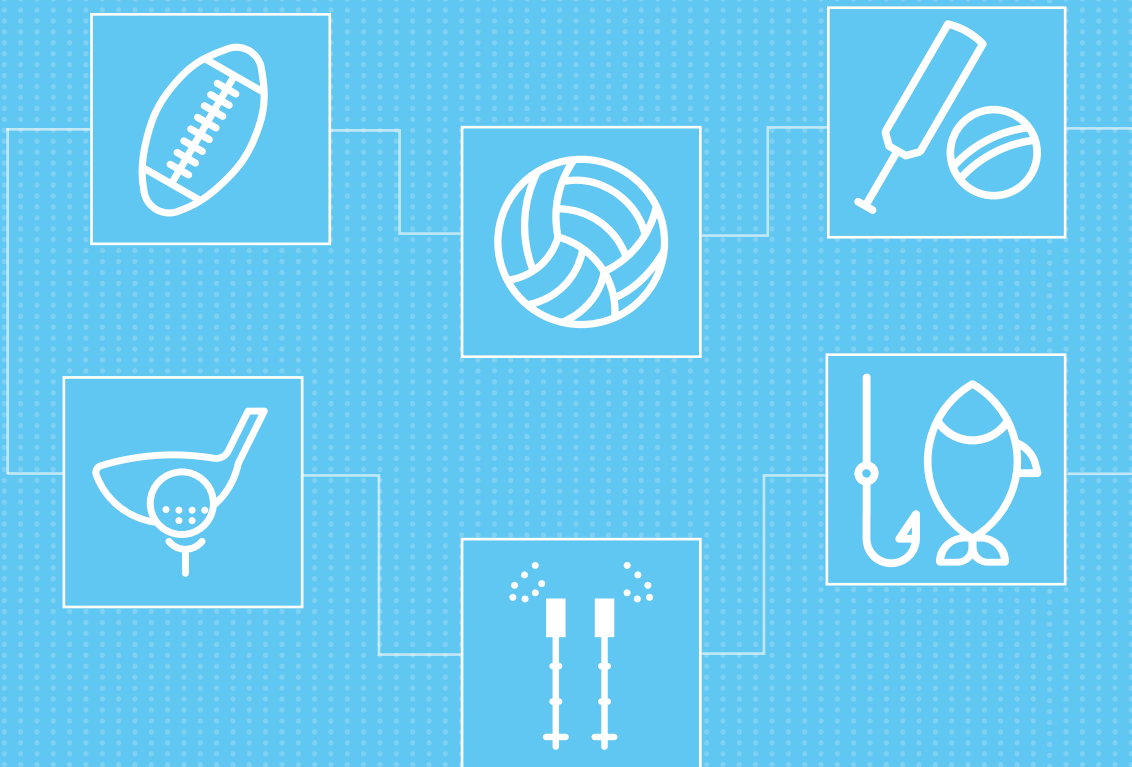


# Self Development Guide Leading Teams

Module 2  
*Culture / Tikanga*



# Culture

Culture is a bit like a fingerprint – every culture is unique! Your team’s culture is made up of every member’s values, beliefs, traditions, and standards of behaviour. A positive culture motivates, engages and energises teams to do their best – a high performing team always has a high performing culture. Having a healthy and productive culture, one where people trust each other, hold each other accountable, do great work and make smart decisions (even under pressure) takes work – it doesn’t happen naturally.

# Tikanga



## Ideas and inspiration to get you thinking

Watch Tedx Talk by Andrew Sillitoe **How to Create a High Performance Culture**

🕒 13 minutes

➔ <https://www.youtube.com/watch?v=BAdeFHIhKi4>

Watch Simon Sinek Ted Talk on **Why Good Leaders Make You Feel Safe**

🕒 12 minutes

➔ <https://www.youtube.com/watch?v=ImyZMtPVodo>

Watch the London Business School video **Creating the Conditions for Your Dream Team**

🕒 2 minutes

➔ <https://www.youtube.com/watch?v=z65I4vZOyxw>



## Reflection questions

to help gain clarity, purpose & meaning

### 1. Identify your personal values using the Barret Personal Values Assessment (takes about 5mins).

<https://survey.valuescentre.com/survey.html?id=s1TAEQUStmx-pUlle-ma6Q> and then reflect on the following:

My top 5 values
How these align with the organisation and/or team values?
How I've role modelled these values in the past two weeks?
In what ways could I live these values more often?

From this activity what are the top 2-3 ways you could role model your own values and the values of the organisation more?

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What are ways you could be a more values-based leader?

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# Create a SWOT

Create a SWOT for your own team. Discuss your ideas with your team.

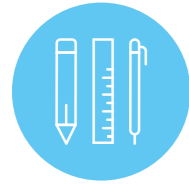
STRENGTHS our team  
has:

WEAKNESSES we  
need to overcome:

OPPORTUNITIES for us all to grow and  
learn (either as individuals or as a team):

Ways we can build greater TRUST (and safety)  
between each other and in our communities:





## Practical ideas & suggestions to help you take the right actions

### Seek

**1** Seek out opportunities to live your values every day. Talk about values with your team and stakeholders (e.g. when you're making decisions, during meetings, in your 1-on-1s).

### Discuss

**3** With an experienced colleague/mentor or your line manager discuss ways you could encourage more:

1. Open and honest communication in your team.
2. Sharing ideas and encouraging diversity in your team.
3. Risk taking and learning (vs. blame and conflict) in your team.

### Reflect

**2** Reflect on what types of conversations you are having with your team members. Are they building trust and improving the relationship or taking trust away? (NB: if you're not having courageous conversations this reduces trust!)

### Conversations

**4** Have difficult conversations as soon as you identify an issue – things rarely get better with time if issues go unaddressed.

## Notes:



