



SAINT FRANCIS
Hospital and Medical Center

Culture by Design:
Leadership Exercises and Activities
to Enhance Team Development

Jeri Hepworth, PhD

Ashley Negrini, MS

Agenda

- 1 - Culture by Design
- 2 - How to Facilitate – Using Small Group Exercises
 - Learning Values and Purpose
 - Engaging all Participants
 - Enable Others to Act
- 3 - Small Changes to Enhance Culture





Learning Values and Purpose

Appreciative Inquiry:

Problem solving approach that uses questions to determine what is working and how to expand possibilities

Cooperrider, D.L., Whitney, D. (1999).
Collaborating for Change: Appreciative Inquiry.
Berrett-Koehler Publishers.



Appreciative Inquiry: Positive “Culture by Design”

When did you do a good job fostering a collaborative environment?

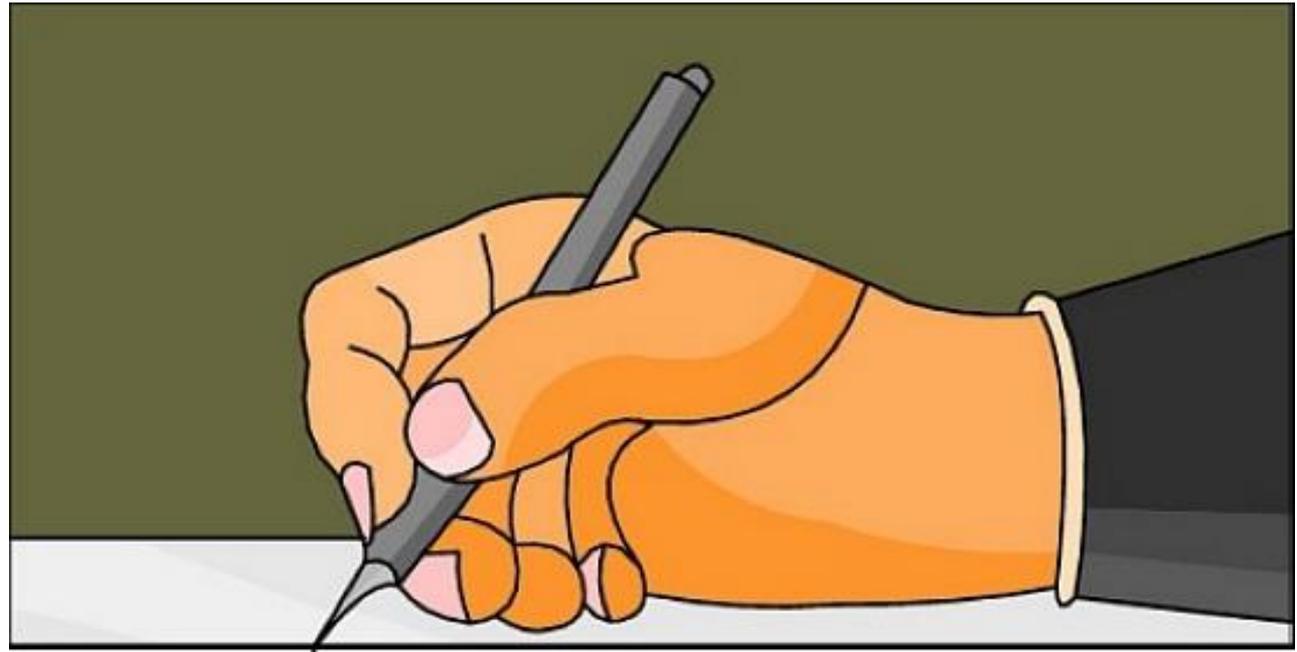
If you haven't done this yourself, when have you seen it done well?

What was it about the leader, the group, the environment, or the process?

Engaging All Participants

Write – Pair – Share

What are the five most essential leadership characteristics or activities to ensure a collaborative culture?



Enable Others to Act: Commitment and Accountability

When you return home, what specific action(s) will you take to intentionally enhance your culture of collaboration?

How will you communicate your successes or challenges to your new partner?

