CULTURE SUMMIT

Brought to you by HAPPYSANDPIT

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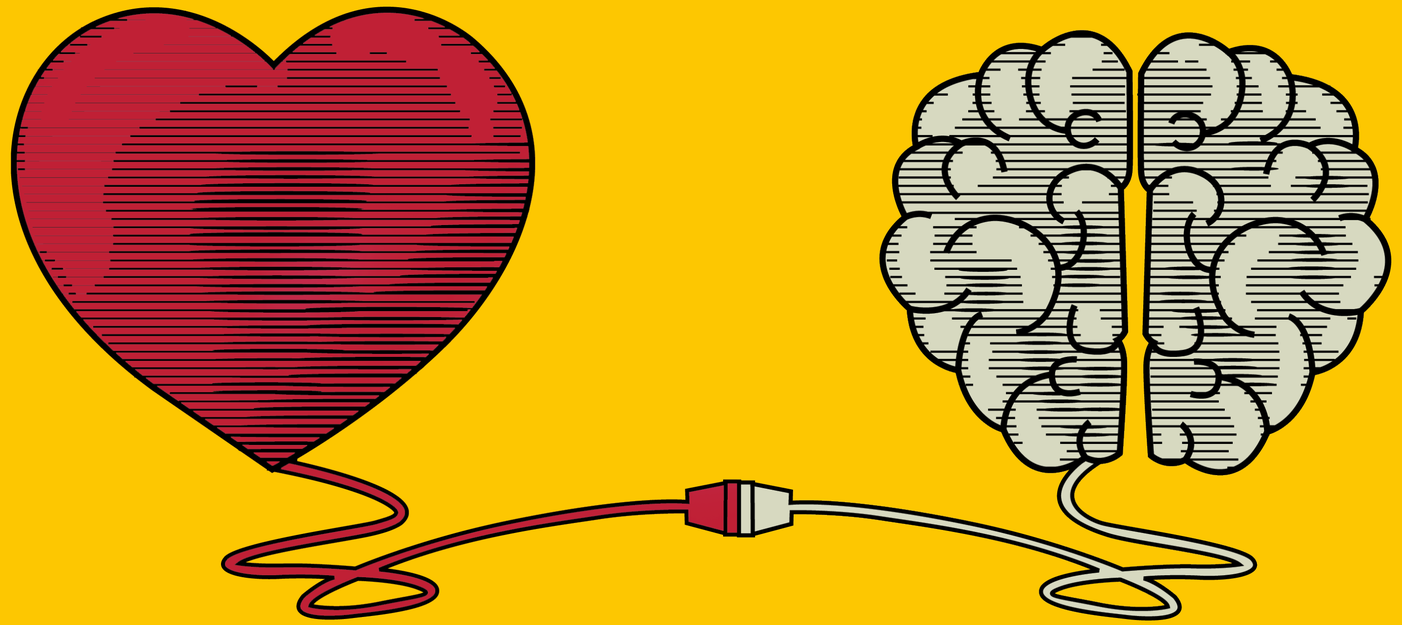
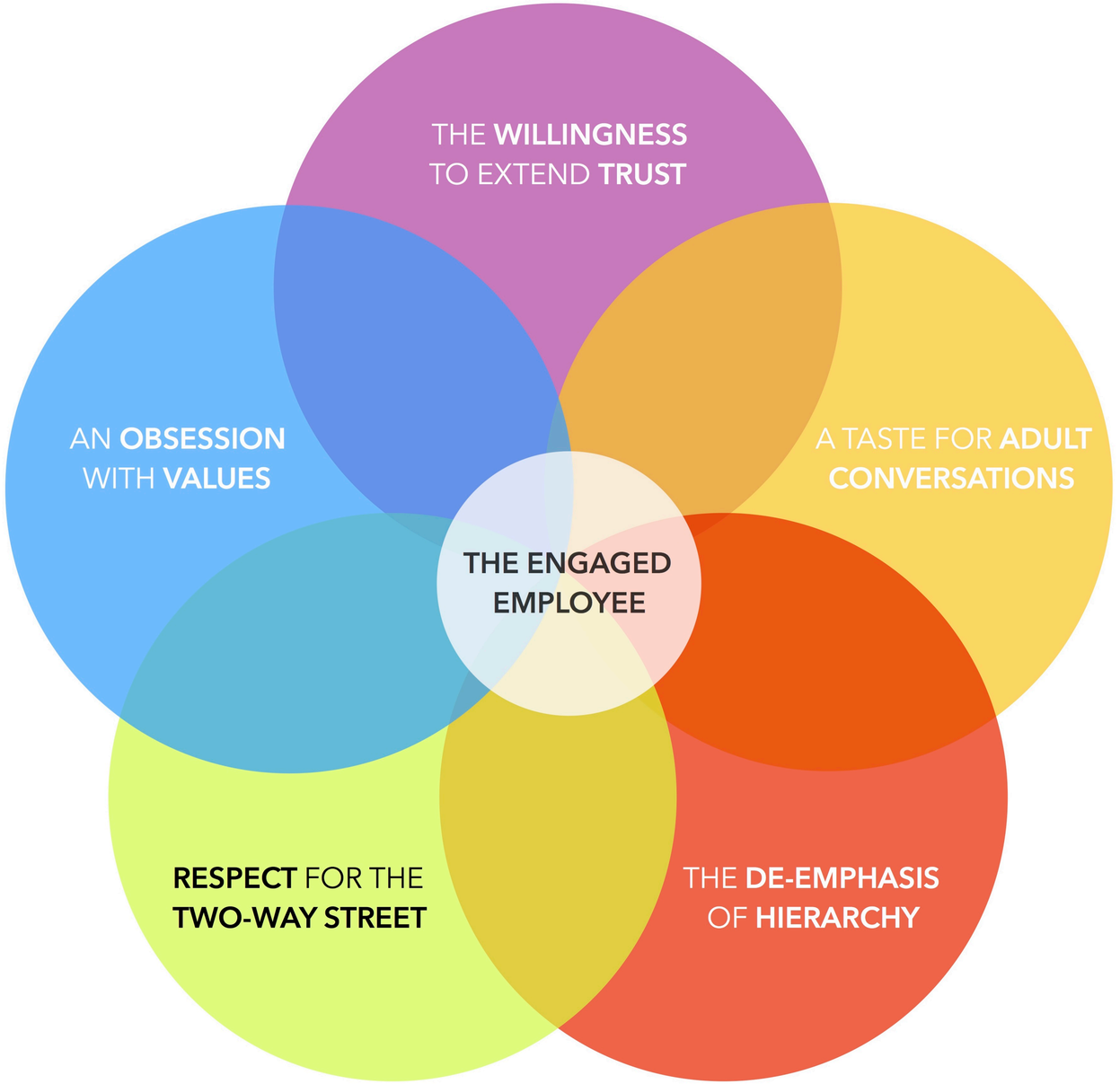
Happy Sandpit



CORE VALUES

A reality check to move them
from performative to operational


THE WILLINGNESS TO EXTEND TRUST
AN OBSESSION WITH VALUES
A TASTE FOR ADULT CONVERSATIONS
THE ENGAGED EMPLOYEE
RESPECT FOR THE TWO-WAY STREET
THE DE-EMPHASIS OF HIERARCHY

How many people here know their organisation’s Core Values?

How many people here know their organisation's Vague Preferences

CORE

- Come about through introspective discovery, or through the elaboration of a clear future vision.
- Are live-or-die ideas; with them we win; without them, we lose. No grey areas.
- Are easy to explain and to gain buy in for because they are clearly authentic.

P2P

- Common among organisations, usually representing ideas that are broad and generic.
- While not specifically wrong, they require additional context in order for them to be embraced.
- Usually fail to inspire or motivate actions or behaviours.

TO BOLDLY GROW



GROWTH ISN'T OPTIONAL

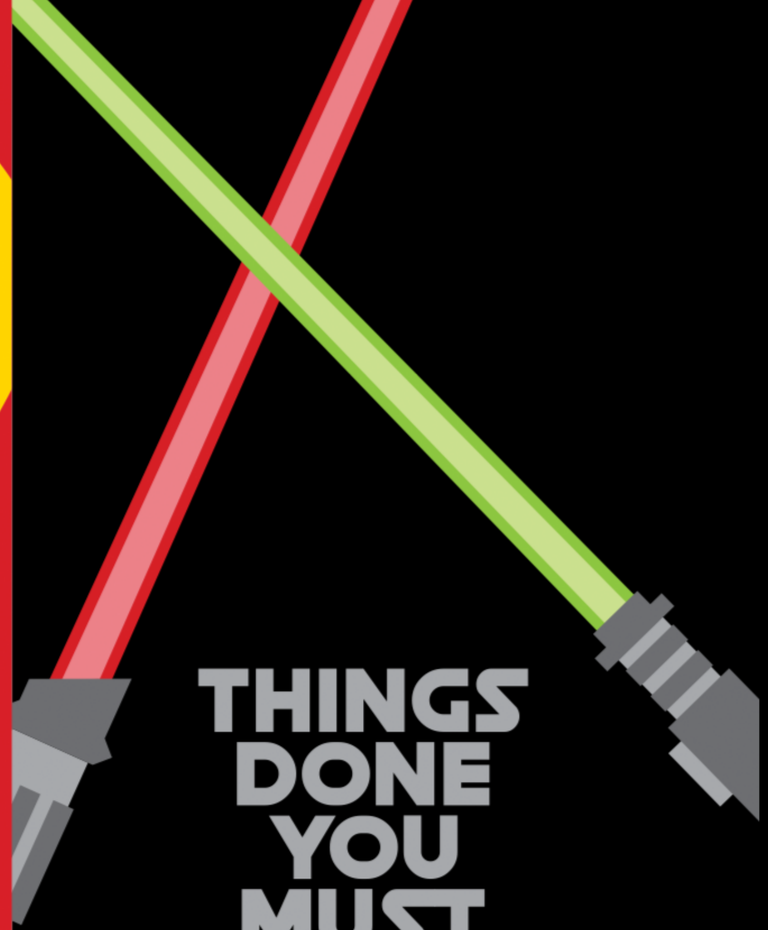
- Continually improve and grow
- Learn, teach and assist to grow yourself and others



FELLOWSHIP SETS US APART

RELATIONSHIPS & COLLABORATION SET US APART

- Maintain a positive team and family spirit
- Partner with our customers
- Show honesty, take responsibility, be courageous, and always have fun



THINGS DONE YOU MUST GET

GET THINGS DONE

- Deliver results that make an impact
- Deliver solutions and excellent service
- Take ownership of delivery and show professionalism and urgency



SAFETY
SERVICE
EFFICIENCY



To make people healthier and enhance and protect their lives.

