Do you need to change your organization?

DO YOU NEED YOUR TEAM TO BE MORE

**ENGAGED
INNOVATIVE
COMPETITIVE
AGILE
COLLABORATIVE
PRODUCTIVE**

Positive *Culture*
Academy

Then develop a Positive Culture with Interaction Interventions or Change Circles!

What could you personally do to create a (more) positive culture where people and performance thrive? It is more than you think....

With **Interaction Interventions** you can engage others and bring back the ideas and energy that people need to thrive and to perform at their best.

The fascinating research shows what can happen in a positive culture: People and performance thrive! Positive organizations are proven to be better at change, more innovative, competitive, profitable, and also contributing more to the world.

The book "Developing a Positive Culture" is the basis of this Academy. It presents a wide range of culture research and tools, shows what a positive culture entails and proposes easy-to-do Interaction Interventions or Change Circles to develop a more positive culture. It's a positive toolbox!

The online **Positive Culture Academy** goes further. The focus is on how you can personally contribute to a positive culture in your organization or with your clients. This is the customized "How-To" for your organization, with help from culture & change consultant Marcella Bremer.

"This Academy is based on research and is also practical. The questions form an excellent checklist to diagnose a situation and find paths for change. Very insightful.

Claude Emond, Management Consultant, Canada

THE BOOK

Developing a Positive Culture where People and Performance Thrive

Developing a Positive Culture where People and Performance Thrive

Marcella Bremer

foreword by Kim Cameron

Get the book here!

The Curriculum

The curriculum focuses on part 3 of the book: the How of Interaction Interventions to develop a (more) positive culture. We'll cover the basics of parts 1, 2 and 4.

Culture

Positive Culture → **Positive Leadership**

Organizational Change

Cultural Diagnosis

Interaction Interventions

Meetings

Leadership Practices

Change Circles

1 Video lectures and checklists

The curriculum offers 22 lectures (streaming online video), and downloadable checklists and reflection questions, and a PersonalPreparation eBook.
Each lecture ends with questions and individual assignments.

2 Private Linkedin group and partner work

It's recommended to share your answers, experiences, and questions in the private dialogue group on Linkedin. It's also insightful to meet with one other learner to exchange experiences and practice the tools via Skype, Zoom, or by phone.

3 Add video calls

Add one or more video coaching / consulting calls with Marcella Bremer. Discuss how to customize and apply the positive practices in your team or workplace. Find solutions and make a practical plan to develop a more positive, productive culture.

Certification

If you want to receive a certificate, you submit a Positive Culture Plan for yourself, your team, or your client organization. This program is valid for 24 PDCs for the SHRM-CPSM or SHRM SCPSM.

Self-paced learning

Get this plan

The curriculum is self-paced.

You can watch the videos, do the assignments, join the Linkedin group, team up with another participant, and attend the Academy conference calls.

Academy In-company

Request a proposal

Let's develop more positivity and productivity!

Doing this Academy with your team or making it available to the leaders in your organization stimulates accelerated learning and application of the tools to fit the specifics of your organization.

Organize a class

Get this plan

A class makes it easier to practice with others who are in the same module.

If you prefer to learn with and from others who follow the same pace, you could organize your own class with colleagues, friends, or peers.

Optional

Get your personal support to develop a positive culture in your workplace!

Individual consulting in 3 private video calls with Marcella Bremer at an additional fee.

Get it now!

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2019

Curriculum		Proposed Timing
Module 1 Who, Why and What of Culture		
3 lectures: Introduction, Why develop a Positive Culture? What is Culture?	Questions and assignments	Week 1
Module 2 Positive Culture		
2 lectures: What is a Positive Culture? Positive emails?	Partner work Questions and assignments	Week 2

Module 3 Personal Preparation 1		
1 lecture: How to see the Positive and Be Positive	Questions and assignments	**Week 3**
Module 4 Personal Preparation 2		
2 lectures: See People as People, Raise the Positivity Ratio	Questions and assignments	**Week 4**
Module 5 Organizations and Change		
1 lecture: Organizations as Networks	Partner work Questions and assignments	**Week 5**
Module 6 Interaction Inteventions		
2 lectures: Interaction Interventions, How to ask Positive Questions	Questions and assignments	**Week 6**

Module 7 Positive Action		
2 lectures: Random Acts of Kindness, Positive Peers	Questions and assignments	**Week 7**
Module 8 Diagnosis and Dialogue		
2 lectures: Dyads or Triads, Silence, Violence or Dialogue?	Partner work Questions and assignments	**Week 8**
Module 9 Safety and Honesty		
2 lectures: Feedback, Respond to restore Safety	Questions and assignments	**Week 9**
Module 10 Energize your Meetings		
2 lectures: Positive Meeting Ideas, Liberate your meetings	Questions and assignments	**Week 10**

Module 11
Positive Leadership

2 lectures: Safety and Dialogue for Leaders, More Positive Practices	Partner work Questions and assignments	**Week 11**

Module 12
Change Circles

Lecture: Change Circles	Questions and assignments	**Week 12**

Module 13
Personal Positive Culture Plan

Lecture: Your Personal Positive Culture Plan		**Week 13**

Module 14
Wrapping It Up

Submit your personal culture plan, Evaluation	Partner work Questions and assignments	**Week 14**

Certification if you qualify

Learning Outcomes

You'll learn and practice easy-to-do Interaction Interventions that invite your team to:

- Notice and amplify what is already working well
- Improve performance toward "positive deviance"
- Engage with the others and their job and "lean in" instead of lean back
- Contribute more and better ideas and energy to the team
- Collaborate more and support others
- Take ownership of their actions and outcomes
- Align their values and purpose with the organization
- Benefit from the art of dialogue
- Be agile and ready to change if needed
- Learn from mistakes, experiment, fail fast and innovate
- Ask critical questions to improve plans, Ask more, and assume less
- Be authentic, open, and trust the team

"*The videos are good and the checklists make me think about what I can apply. This Academy is motivating, thoughtful, applicable.*

Dolores Fabregas, Regional Sales Manager, USA

After engaging in the program

- Your team or organization could develop a more positive, productive culture

- The team's performance could tend toward positive deviance

- Agility and change-readiness tend to go up

- Innovation, learning and creativity might increase
  Collaboration and support may improve

- Engagement and ownership might surprise you

- People tend to have more fun, be faster and develop their potential

    This program is valid for 24 PDCs for the SHRM-CPSM or SHRM-SCPSM.

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Who's teaching?

Marcella Bremer MScBA is an author and culture & change consultant. She helps leaders, HR-professionals, consultants, and others contribute to a positive workplace. Her personal website is at marcellabremer.com.

She is the co-founder of the culture survey website ocai-online.com that provides Cameron & Quinn's validated Organizational Culture Assessment Instrument (OCAI) online. She works on organizational culture with global clients.

Marcella published "Organizational Culture Change: Unleash your Organization's Potential in Circles of 10," and her latest book is: "Developing a Positive Culture where People and Performance Thrive".

She founded the online Positive Culture Academy at positive-culture.com. The Academy focuses on how you can personally contribute to a positive, productive culture in your organization.

Her Leadership & Change blog offers weekly inspiration about positive leadership, culture, and change at leadershipandchangemagazine.com.

Marcella is a member of the Academy of Culture Ambassadors, contributor at Culture University, the Berlin Change Days, the International Society for Organization Development & Change (ISODC) and Lead Change Group. She graduated from Rotterdam School of Management and is awarded as one of the top 30 Global Gurus on Organizational Culture.

Feel free to connect with Marcella on social media, for instance on Linkedin.

Enroll today and start developing a (more) positive organization!

Register here to start this positive journey!

Email Marcella if you have questions or want to apply for the private consulting track or if you'd like a proposal for your team or organization. Please include the number of people that would need access to the Academy. Additional private online consulting for teams may be insightful.

We can thrive at work, achieve extraordinary performance and make a meaningful contribution to the world! I hope you'll start with your (client) organization or team. There is so much you can do right away – and you can do it within any old-fashioned hierarchy and, yes, also with your co-workers.

Marcella Bremer & **Marcel Lamers**
Co-founders of the Positive Culture Academy

This program is valid for 24 PDCs for the SHRM-CPSM or SHRM-SCPSM.