



Creating a Culture of Actively Engaged People

Meeting Description:

Many organizations put all their focus and emphasis on planning, processes, and operating manuals. They attempt to control people and systems and wring as much risk out of the operation as possible---the more control and processes the better. Here is the problem. An organization that depends totally on processes and manuals may be able to maintain the status quo for a while, but in the end they will go down to defeat. The success rate, despite the quality of these programs, is not very high, probably in the vicinity of 25%. This is pretty low given the cost and high esteem in which these programs are held.

Then ask the consultant why the 25% are successful, and if they are honest, they will tell you that successful utilization of the tools and processes is directly related to the quality of the culture. Good culture plus good people plus clarity of mission, in addition to tools and processes is what produces extraordinary results. Tools and processes alone, without the strong culture will struggle to produce sustainable results. Therefore, the basic strategy undergirding every successful organization is to define and then grow the culture.

Team Trek has a simple way of describing the right culture – Actively Engaged People Producing Extraordinary Results. The problem today is that most organizations are a long way from this culture. Gallup Organization research has determined that only 30% of the workforce (both hourly and salaried) are actively engaged, 50% are disengaged and 20% are actively disengaged. The focus of this webinar will be to outline the basics of a systemic approach for culture change that can be applied to any organization.

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Details

Date: Wed, Sep 21, 2016
Time: 01:00 PM CDT
Duration: 1 hour
Host(s): Rich Townley - Graphic Packaging and Joanne Arnold - RPTA

Presenter Information

Conrad Lehfeldt, Chief Operating Officer-Team Trek.



During his career at Team Trek, Conrad has designed and facilitated programs for nearly 100 different corporate and non-profit clients, bringing them a wealth of practical tools and strategies that helped them enhance and change their organizational culture. Conrad has also provided executive and team coaching to a wide array of leaders, helping them become more effective in their professional and personal life.

He earned a Bachelors degree from Rhodes College and a Masters of Science in Social Work from the University of Tennessee. He is a graduate of Leadership Memphis and the Leadership Academy.

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