

The Power of Culture

BUILDING A HEALTHY
ECO-SYSTEM

Key



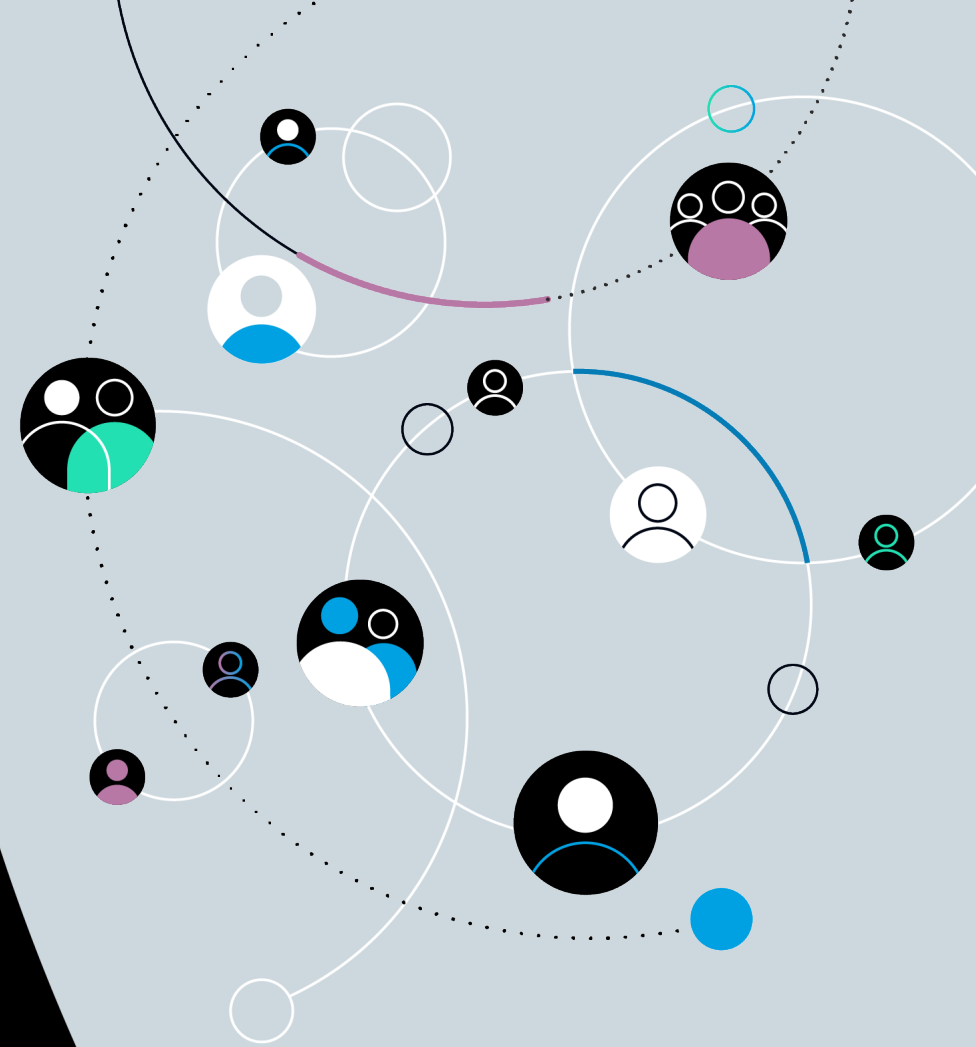
EXERCISE



DISCUSSION



TAKEAWAY



THINK 3D

PERSONAL PROFESSIONAL POTENTIAL

**Who is someone that has had
a huge impact on your life?
How is your life better
because of them?**

#Think3D



What was one decision or moment in life that scared you at first, but ended up turning out to be a great thing?

#Think3D



LAB LAWS

Ideation

Ideas go up, not out

It is not what you know, it is what you think

Think out loud

Get weird!

Communication

No one is here to harm

Timing, Tact, and Delivery

Compassionate Candor

If you are present, participate

Moving forward

Commitment

Activity

Coalition



**A culture will emerge
whether intended or not, but
if it is not one you invest in, it
will certainly be one you pay
for.**

#Think3D



Return on your investment

Numbers don't lie

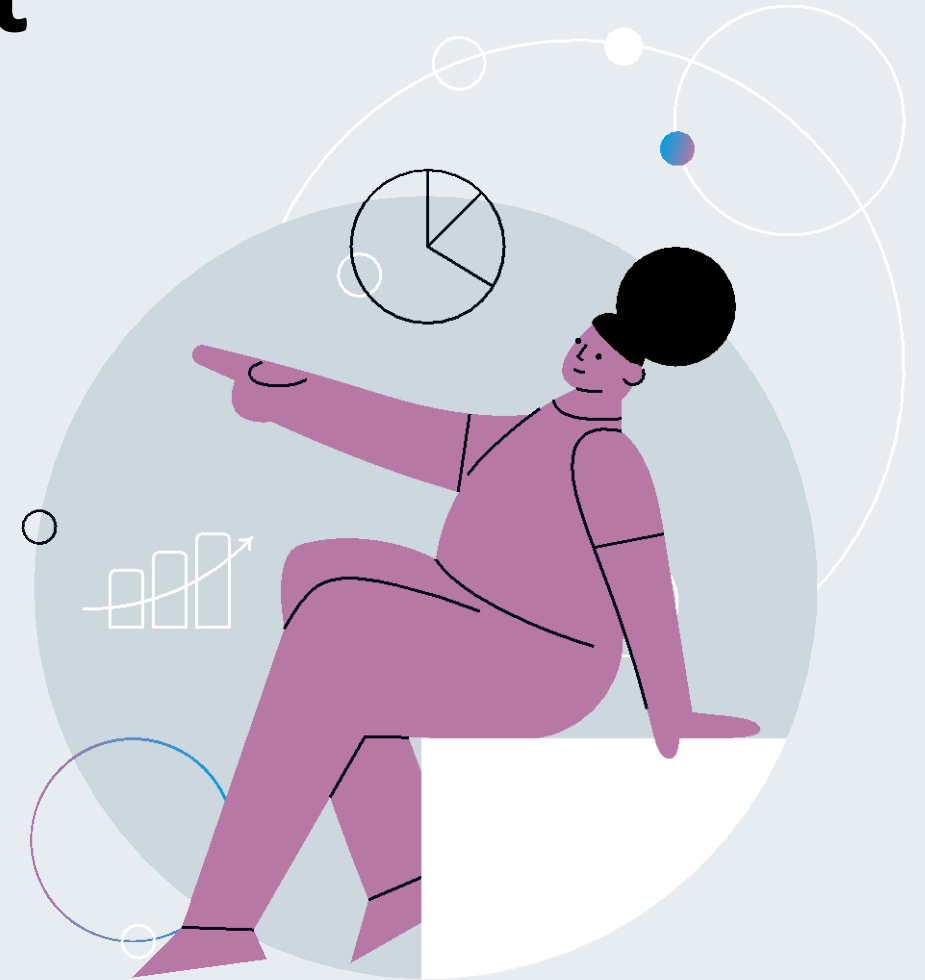


Optimizing your investment



The power of going beyond listening

Listening or simply reading	10%
Engaging in group discussion	50%
When practiced	75%
Learn to teach	90%



NOTHING OF
SIGNIFICANCE
HAPPENS WITHOUT
INTENTION.



Defining an ecosystem

What happens when...

Why culture is critical

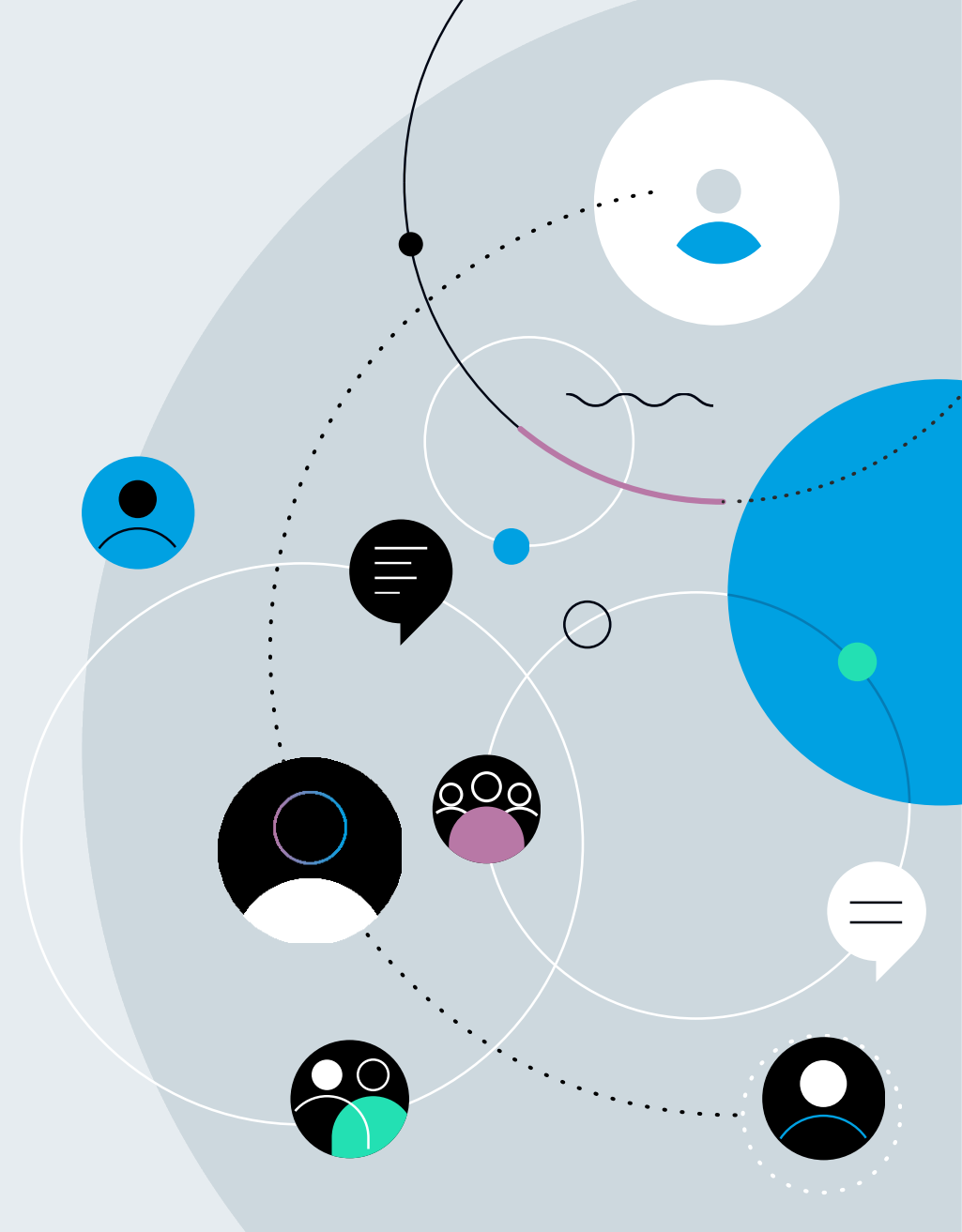
- Example: The Patriot Way
- The power of "doing your job"



EXERCISE

What does a healthy culture look/feel like?

- Characteristics of a bad/toxic culture
- Characteristics of a healthy/productive culture





Think3D Is growing!

At Think 3D, we want to better the world by improving how people live by improving how people work. That is what we believe, and we need a particular person that believes the same.

We are a small growing company that has a passion for improving our community, supporting our clients, and doing so at our standard will require help. Primarily, we are looking for support in our office to create process, organization, and client experience, but if there is anything we have learned, this is not a job. It's a journey, which means that many unforeseen challenges will come at us, and we want to build a team eager to face them all.

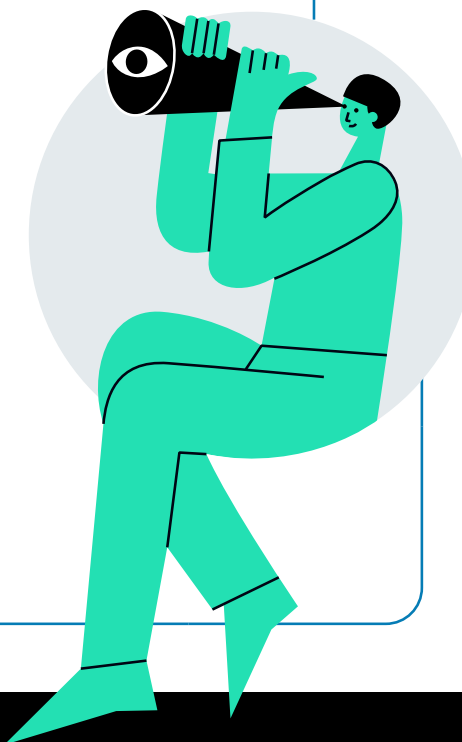
Here is what we need

Typically, you would find job qualifications, but at Think 3D, who you are, means more than what you can do. Our culture is built to support those that are:

- ✓ HONEST
- ✓ FUN
- ✓ DETERMINED
- ✓ CURIOUS
- ✓ DRIVEN
- ✓ COMPASSIONATE
- ✓ PATIENT
- ✓ ACCOUNTABLE
- ✓ ON FIRE FOR CULTURE
- ✓ KIND
- ✓ OPEN-MINDED

Now, skills do matter because our community, clients, and team deserve the best, but we don't need you to be the best at everything because we do our best to fill each other's gaps, but we will require you to be significant in a few areas:

- ✓ A top-tier communicator with both written and verbal skills
- ✓ A commitment to customer service
- ✓ Willingness to learn
- ✓ Organized with attention to detail
- ✓ A self-starter with an entrepreneurial mindset
- ✓ Process-driven with a willingness to participate
- ✓ And the most essential skill of all: "Figure it out."



What you will get from us

At think 3D, you will find humans, real people. The kind that makes mistakes and does not know it all. We do our best to learn and grow every day, driven by a passion for building leaders and bettering our community through culture. We promise that the work you do with us will matter and have an impact; you will genuinely have an opportunity to change lives. We promise to challenge you, develop you, support you, and protect you because teammates are customers too.

We look forward to hearing from you. Apply at:

LetsThink3D.com/jointheteam



Culture is currency



Good help is hard to find

Good help is harder to keep.



The evolving 21st-Century organization

You can't fake authenticity. What are your artifacts?



EXERCISE

What characteristics matter the most?

Does it match up?



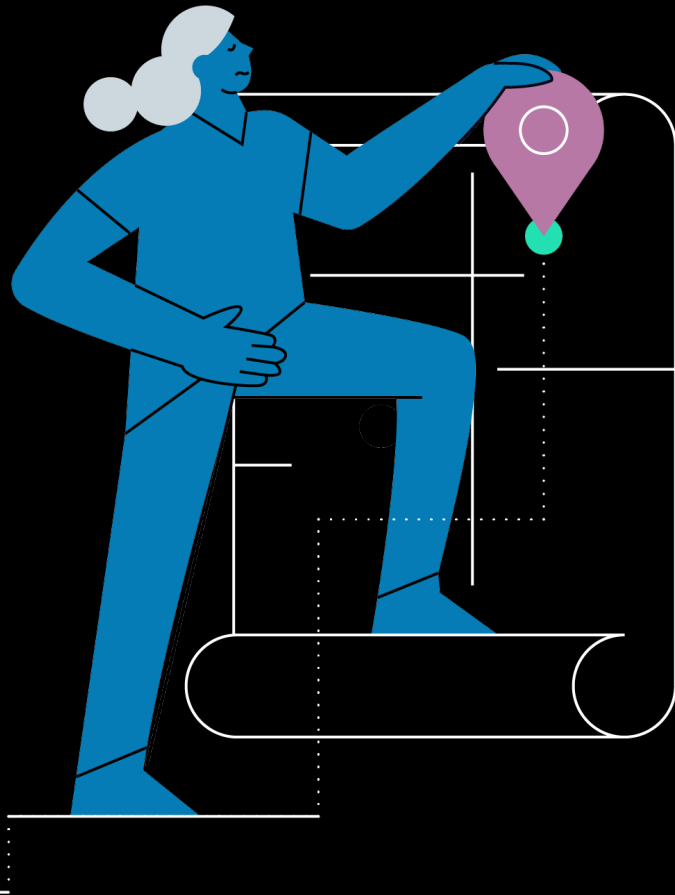
DISCUSSION

Looking into the future, why culture should be a priority.

Convince a 25-year-old hot shot



Where are you at?



You are here marker

Why is it important?



EXERCISE

How would you rate your culture today?

Scale of 1–10 (10 realistic utopia)

Courage vs. Cowardice



Where are you at?

2-QUESTION TAKEAWAY



DISCUSSION

What do you like most about your current culture?



EXERCISE

What is one thing that if improved, would move your score up one point?



Revealing our current reality

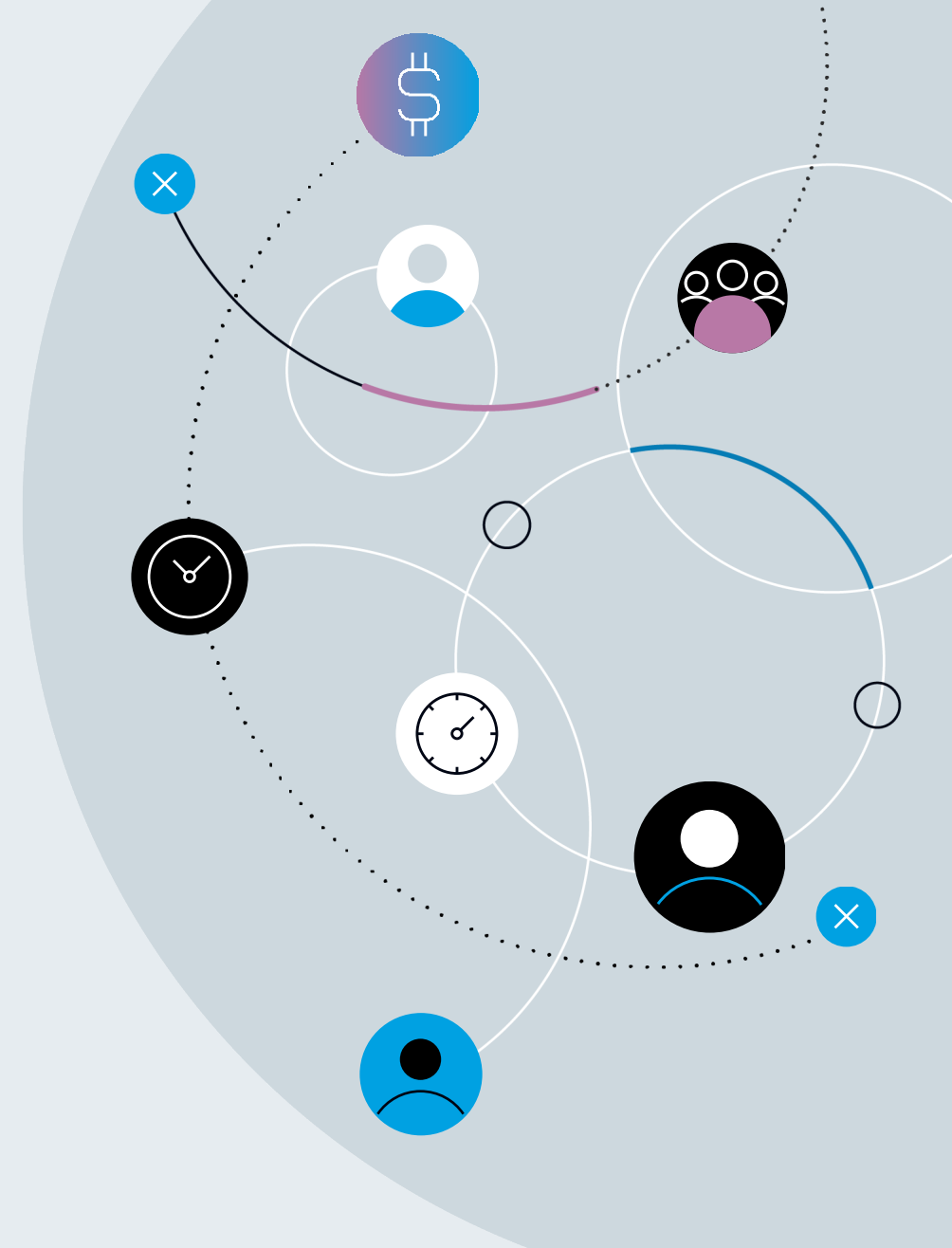


What are your current workplace obstacles?

Are you short on:

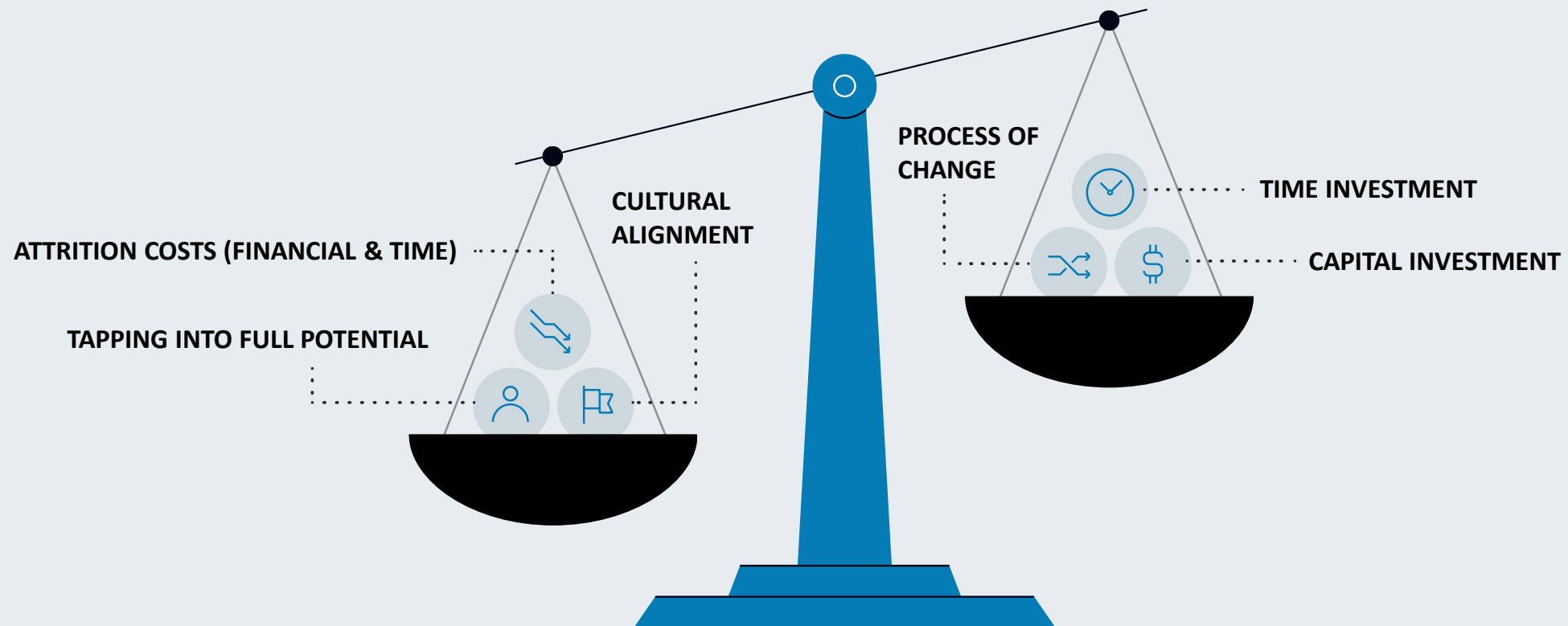
- Time?
- Money?
- Personnel?
- Mixture?

Which direction is it trending?



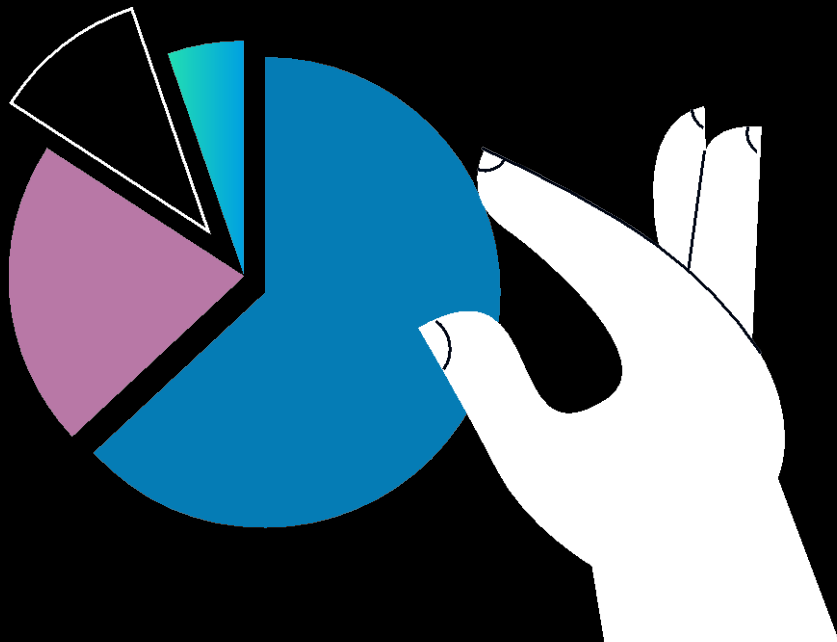
Shifting the scale

LOGIC VS. EMOTION



What is really costing you?

WORK'S PIECE OF THE PIE



<i>Hours in a week</i>		168
<i>Subtract sleep</i>	-	42
Waking hours / week	=	126

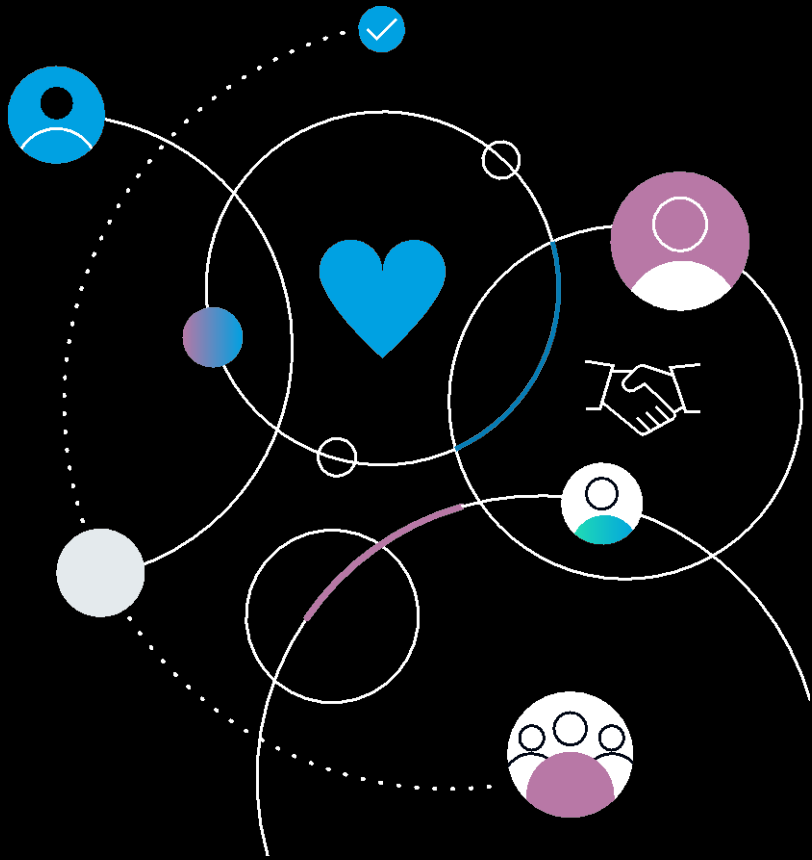
<i>In office hours (weekly)</i>		50
<i>Getting ready (weekly)</i>	+	5
<i>Commute (weekly)</i>	+	1.5
<i>Decompress (weekly)</i>	+	3
<i>Night before (weekly)</i>	+	3
<i>Sunday prior (weekly)</i>	+	6
<i>Dialogue (weekly)</i>	+	7
Work's slice	=	75.5

Waking hours / week	/	126
----------------------------	---	------------

Work's piece of the pie	=	60%
--------------------------------	---	------------



Is it possible?



Can you say:

- I don't like my job and...
- I love my life?



EXERCISE

Tale of 2 days

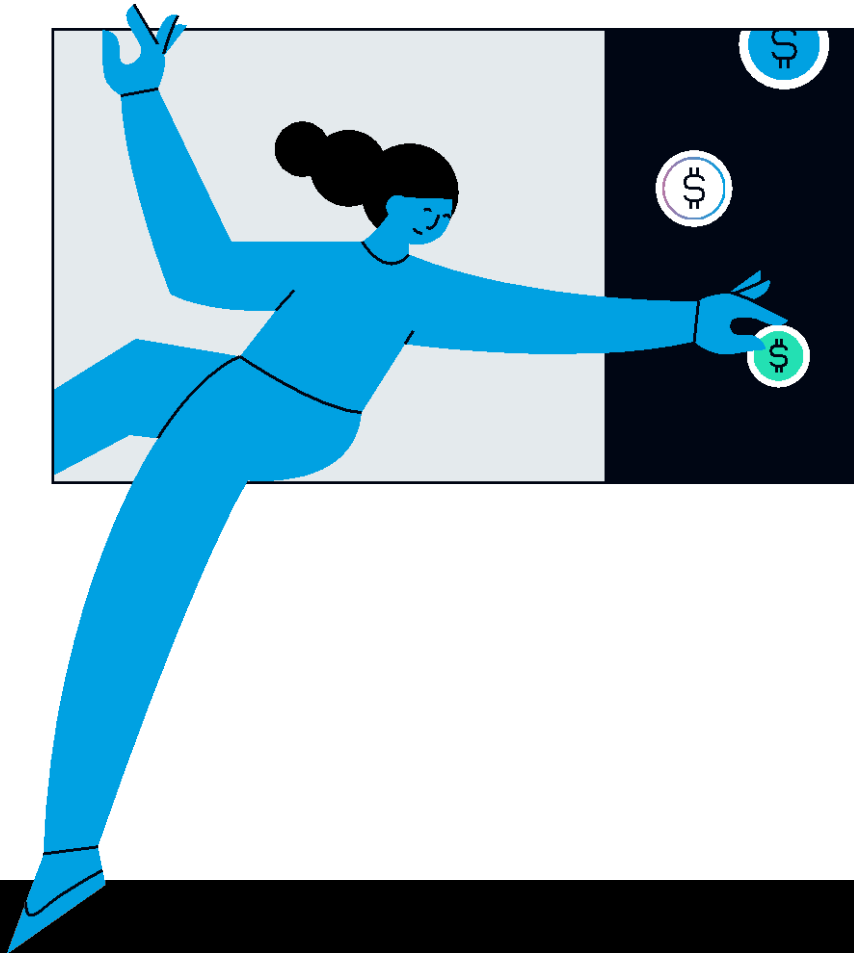
- What does a good day look/feel like?
- What does a challenging day look/feel like?

Universal commonality

- A better culture is better for everyone



Is it possible?



▶ In the absence of fulfilment and inspiration

- Nothing left
- Life's leftovers—evidence of our society
- Quiet desperation for survival

▶ What is it costing us?

- Work
- Home (those we do it for & ourselves)

▶ What is the collateral damage?

If we "just deal with it," what are the odds others do?



S

Soaked in

- *What stood out to you? (2-5 things)*
 - *Why & the potential impacts*
-

O

Observe

- *What stood out to you? (2-5 things)*
 - *Why & the potential impacts*
-

I

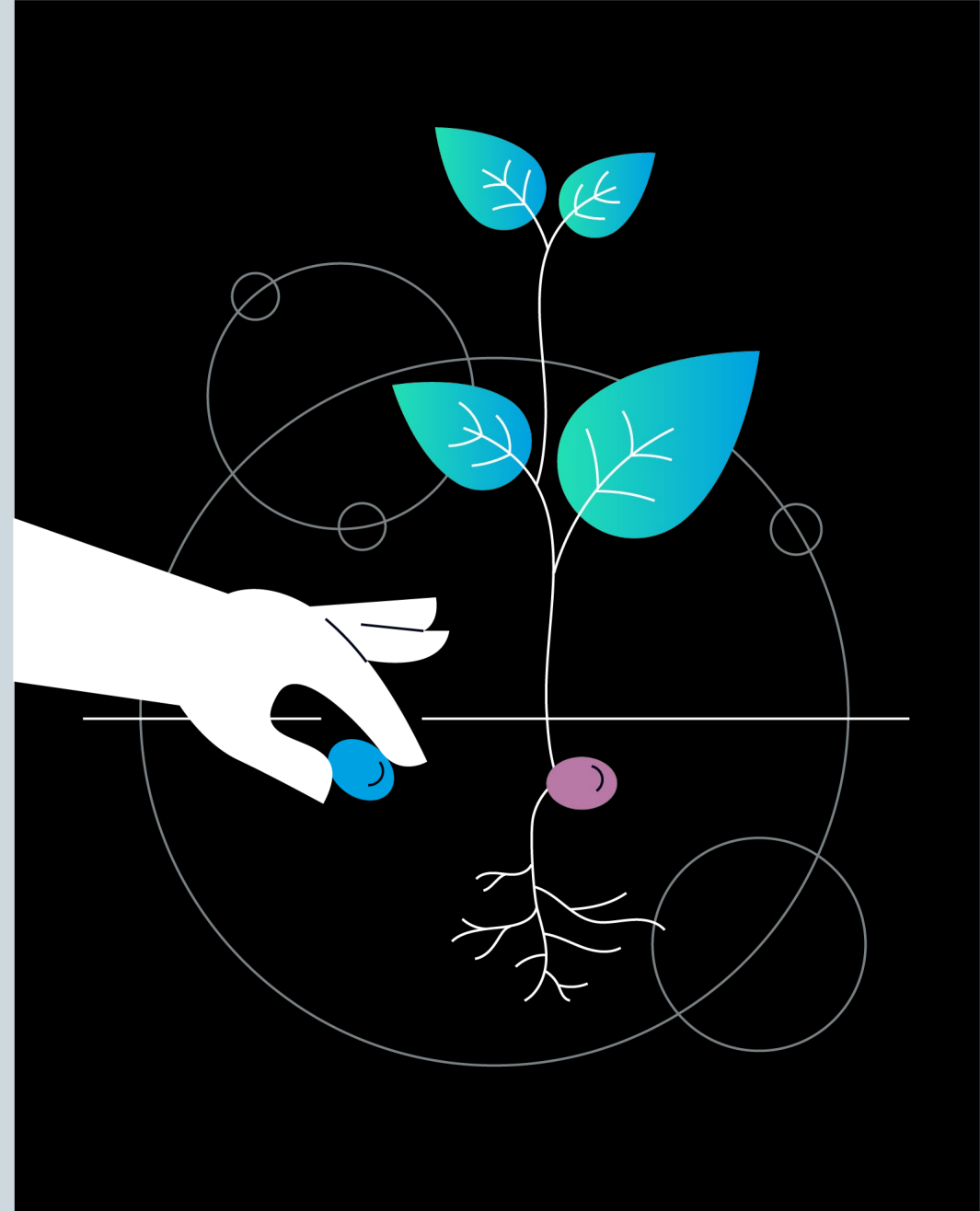
Implement

- *What specifically are you engaging with?*
 - *Where will you find time?*
 - *Who will hold you accountable?*
-

L

Look back and look forward

- *60 days from today, put 30 minutes on your calendar.*
- *what has changed or altered your perspective in this time?*
- *Who has been affected by this?*
- *Where will this take you in 6-months?*



Reach out!



@Think3DSolutions



@Think3DSolutions



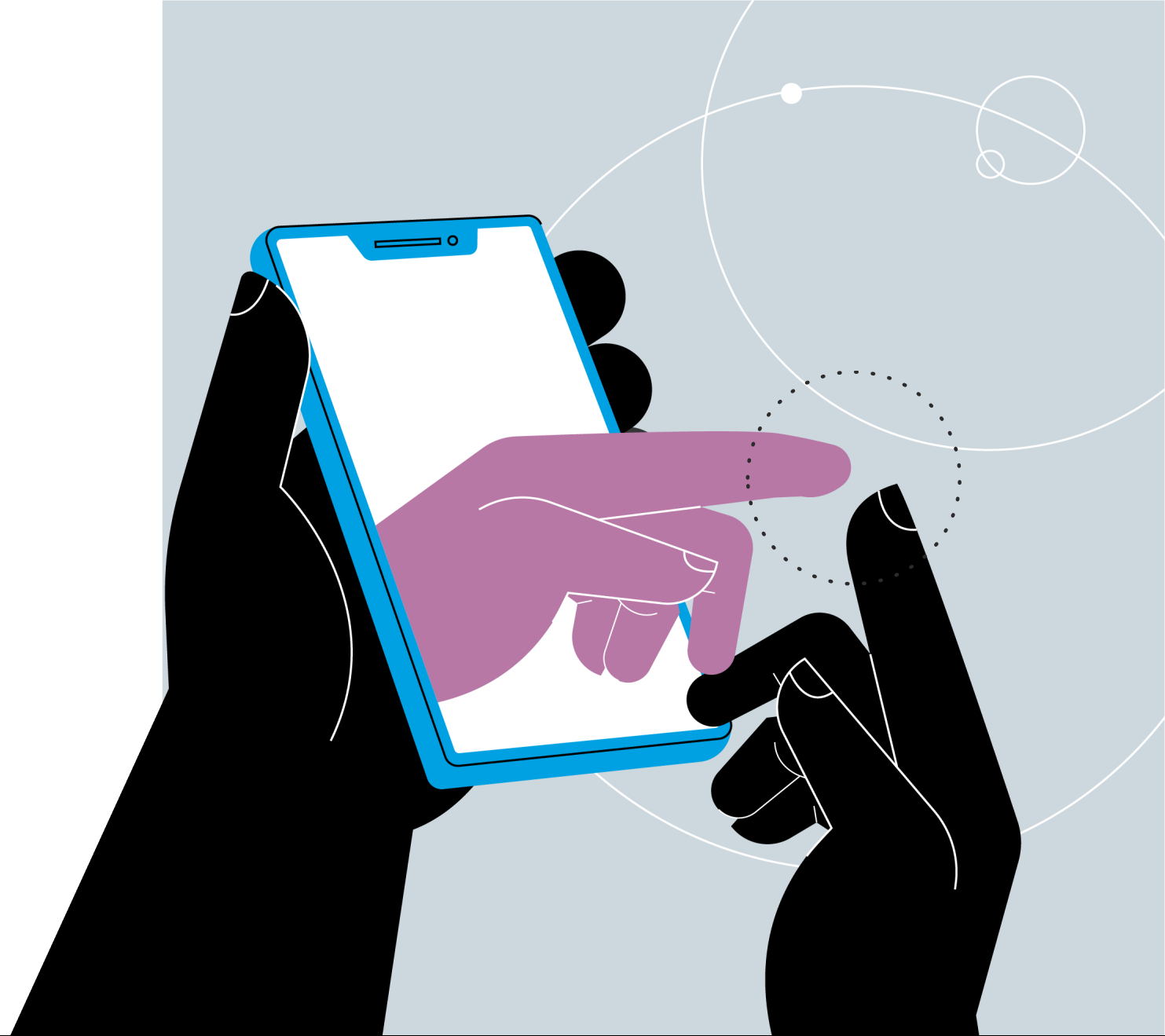
Think3DSolutions



hello@letsthink3d.com



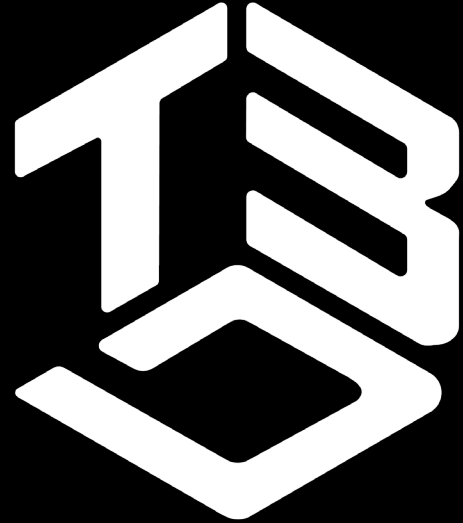
LetsThink3D.com



7 actions to get the most out of the session

- 1 Update the attached “The Power of Daily Choice” Healthy Culture**
 - Complete with your team for unified impact, effect and accountability**
 - Print off a copy and keep it visible to remind yourself of the daily binary choice
- 2 Set a weekly reminder of all the “good things” about your culture that we often forget in the midst of daily work. “Where your focus goes, your energy flows!”**
- 3 Document your personal rating of your organizations culture**
 - Write down how you will work to improve this by 1 point in the next 6 months
 - How are you communicating to leaders some of things that were discussed in terms of Magic Wand opportunities?
- 4 Share your “Works Piece of the Pie” with one personal and one professional relationship**
 - Invite them to also do the inventory
 - How will you reduce your percentage and reinvest that time in the next 6 months?
- 5 Define what is your “Collateral Damage” if you don’t follow through**
- 6 Complete the S.O.I.L. worksheet over the next few months**
- 7 Email someone within the organization RIGHT NOW to hold you accountable to follow-through**





THINK 3D

PERSONAL

PROFESSIONAL

POTENTIAL