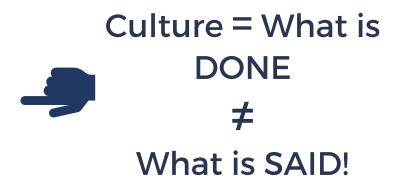# Finding your Why

- When are you at your best?
- When are you at your worst?
- What is most important to you?
- When do you feel most energised?
- What is the core purpose of your role/organisation?
- Why does it matter? (What do you stand for?)

My purpose is to [contribution] ….so that….. [impact]

Simon Sinek – Start With Why

www.stephaniesmithcoaching.co.uk

Culture

- How it feels
- How decisions are made
- How challenges are dealt with
- How conversations happen

Culture = What is
DONE
≠
What is SAID!

What change do you want to see in....

- 1 year
- 5 years
- 10 years

What can you do to support this? What WILL you do?

Thank you for your participation.....

What culture means to you?

- The ideas, customs, and social behaviour of a particular people or society
- Sense of being part of something, a joint sense of being
- How people think and feel within an organisation
- Working together towards a common purpose and/or goal

Culture of your team/organization in three words

- Safety-led, driven, caring
- Fun, meaningful, hardworking
- Influential, dynamic and thoughtful
- Caring, dynamic, enabling
- Respectful, clear, innovative

More of your feedback…..

What is most important to you about the work you do?

- Being able to speak aloud and not fear repercussions
- Being able to influence decisions and make change
- Having autonomy to make decisions concerning safety matters
- Having the ability and confidence to constructively challenge peers and leadership
- To be able to oversee any actions
- Open to share ideas

What changes do you want to see?

- A more uniform compliance in the sector
- A balanced reaction to compliance events, not knee-jerk reactions
- Promoting happiness in the workplace
- Resident Accountability too
- Greater appreciation and support from above to achieve more for the benefit of the reputation of the organisation and safety of residents
- Ensuring our residents have the same high quality homes as we see across the private sector - why should minimum standards be any different within our sector