

FOR LEADERSHIP TEAMS · ONE HOUR · INSIDE A MEETING YOU ALREADY HAVE

There is a conversation your leadership team keeps working around. **There is nowhere in the diary for it to go, so it never gets had.**

CULTURE IS THE REAL BOSS

Behaviours **O**bserved **S**et **S**tandards

The everyday behaviours that set the standard, and the hour that changes them.

“100% go for it, you won’t be disappointed!”

Joe Denver
Binnies

WHERE THE STANDARD ACTUALLY GETS SET

Culture is built in the corridor, the car park, and the meeting you didn’t quite make on time. Not in the document that describes it.

Which means the standard in your organisation is rarely the one you published. It is set every day by what your leaders do, and by what they are willing to walk past.

YOUR DIARY PROVES THE POINT

You have a team building day, or you have a performance meeting. One is pleasant and changes very little. The other is where nobody says the real thing, because everybody knows they are being marked. **The conversation that would move you forward belongs in neither.**



LEE HOUGHTON

Built from the everyday, delivered with humour and no jargon. Nothing that needs translating on Monday.

- 20 years working with leaders
- Amazon best-selling author of *The People Puzzle*
- National Coach of the Year
- Delivered across large, complex operations

WHAT THE ROOM LEAVES WITH

Who is really in charge

Why culture is set by what leaders do, not by what the strategy says.

The BOSS principle

Behaviours Observed Set Standards, and what that means for anyone who leads.

The conversation itself

The thing the team has been working around, said out loud in the room.

Commitments, in writing

One personal behaviour each, and what the team agrees to hold together.

One hour. The conversation nobody has been having. A commitment in writing from every person in the room.

£500 plus VAT. Travel at cost, told to you up front.

- **A 20 minute call** with you first
- **The hour itself**, inside a meeting you already have
- **A reflection sheet** each, commitments written down
- **A 30 minute debrief**, booked before delivery

BOOK THE HOUR

Tell me what your team is dealing with and when your next meeting is

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