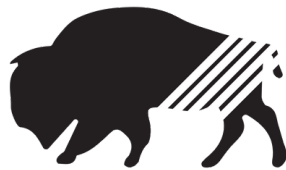




INTERNAL TEAMS PROGRAM



www.Cultureshoc.com

CultureShoc[™]
engaging teams • shocking results

CultureShoc LLC | 29065 Clemens Rd, Suite 300, Westlake, OH
info@cultureshoc.com | (844) 336-SHOC

ABOUT CultureShoc™



COMPANY BACKGROUND

Our team united based on a shared mission to Discover, Engage, and Grow Leaders. CultureShoc is a high-performance team engagement firm that specializes in strengthening culture to achieve sustainable business results.

- Worked with 300+ clients since 2014
- Directly impacted 30k+ individual leaders
- Located in Westlake, OH @ The Traction Leadership Center

CORE SERVICES

Regardless of industry or company size, we've created a program that helps companies develop leaders and strengthen culture at every level.

- **Leadership Development** - Multiple formats & delivery methods
- **Team Building** - Virtual and Onsite
- **1-on-1 Coaching** - Executives & Emerging Leaders
- **Keynotes & 1-Day Workshops**
- **Conference Facilitation**
- **Strategic Planning** - The Entrepreneurial Operating System (EOS)
- **Better Hiring & Team Assembly** - The Kolbe System & The 6 Types of Working Genius
- **Hands-On Culture Consultations**

[VIEW MORE](#)

ABOUT ITS LEADERS

Program Highlights

We do more than lecture your team on what strong leaders look like—we provide engaging, interactive sessions where teams turn these skills into actionable results.



Complete Sessions On Your Timeline

Program covers 10 virtual or in-person sessions that can be completed on your team's timeline, typically between 3-12 months.



See Tangible Results Right Away

We assign accountability partners and conclude each session with individual commitments to implement learnings and keep your teams on track for success.



Let Us Prove It Or You Don't Pay

No contracts or long-term commitments. If you don't see value at the end of a session don't pay us and don't move forward. Seriously.

With 10 sessions scheduled to fit the demand of your business, your leaders will develop the skills and gain the mindset to drive results and increase engagement at all levels of your organization.

This proven format creates cross-functional camaraderie and trust, while helping participants gain a big picture understanding of the business, enabling them to reach across the aisle and GET STUFF DONE as they grow together with the business.

What Clients See

- **Increased retention & talent attraction** – Companies that enroll leaders in our program see more commitment from top talent and increased attraction with talented applicants.
- **Ownership mindset at all levels of the organization** – All employees are more driven, accountable, and motivated to get the job done—especially when it involves tackling challenges as a team.
- **Sustainable succession as your business grows** – Developing next-level leaders allows senior leader to delegate confidently, enabling focus on the areas that matter most to the growth of your business.
- **Engagement in and achievement of team goals** – Company and department goals are met faster and with more enthusiasm with highly engaged team members.



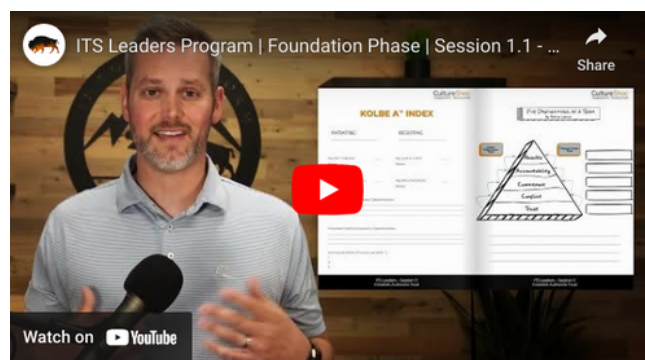


WHAT DOES A SESSION LOOK LIKE?

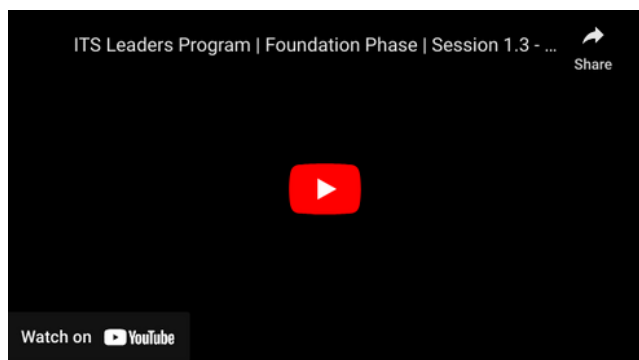
Check out these short overviews of sessions from our Foundation Phase of the program.

Click the highlighted text to watch

1.1 ESTABLISH AUTHENTIC TRUST



1.3 POSITIVE ACCOUNTABILITY



1.2 REAL. SIMPLE. COMMUNICATION.



1.4 THE POWER OF DELEGATION & TIME MANAGEMENT



OUR PROVEN PROCESS





FAQ

WHAT IS IT?

A leadership development program focused on real-world application of the fundamental skills that help create healthier workplace cultures.

WHO SHOULD I ENROLL?

Cross-functional team members who you'd consider either next generation executives, emerging leaders, or individual contributors with high potential. And yes, owners and executives have also benefited from participation in the program, but we might recommend them joining the open-enrollment format of the program instead of being in the same group.

WHICH COMPANIES IS IT FOR?

We work with nearly every industry. If you're interested in creating a stronger bench, this program helps develop and retain your best employees.

WHERE IS IT?

That's flexible. Either virtual, at our Westlake, OH office, or off-site near your company's location. We believe it's important for learning and retention to get your team out of their normal environment so we strive to change the location.

WHAT'S THE COST?

We try to keep it simple. Each full-day session is \$8k. If you don't see value, don't pay us for that session day and don't move forward with the program.

WHAT'S INCLUDED? WHAT'S NOT?

- Included: A full-day of expert facilitation, all materials, Kolbe A™ Indexes for every participant, and correspondence directly with your team's facilitator between sessions. We'd love to host you at our curated space in Ohio where we provide lunch, snacks, and a distraction-free environment.
- Not Included: We're happy to travel somewhere that makes sense for your team to gather, but additional costs for facilitator travel, meeting space, and participant lunches would apply. Team Building Experiences & other services are offered by CultureShoc but not included in the session-date rate listed.

IS THERE A LIMIT TO THE GROUP SIZE?

For each group, 8-12 participants is ideal. Have we done this with larger groups? Yes. Do we recommend it? No. Seal Teams, Juries, Apostles...There something about the number 12 that simply works best. If you have more than that, consider running two groups in parallel with a few opportunities to bring them together throughout the program.

WHAT IF SOMEONE MISSES A SESSION OR HAS A CONFLICT?

If this happens for one of the first couple sessions we offer to do a 1:1 version with that person. Beyond that, putting the ownership on someone else in the group to cover the content with that person has proven most effective.

WHAT ARE SOME OF BENEFITS AND EXPECTED OUTCOMES?

- Cross-Functional Camaraderie & Trust: Build bridges between departments so people develop a big picture understanding and get real stuff done at your company.
- Accountability Culture: Framework and tools for positive accountability & feedback mastery.
- Delegation & Time Management: Clarity on contribution value & prioritization.
- Resourceful Innovation: How to leverage AI, Automation, and Freelance Networks.
- Real-world Application: Practical use of learned concepts and guidance to train others.

CAN I SPEAK WITH A REFERENCE AT A COMPANY WHO HAS COMPLETED THE PROGRAM?

Of course! Once we have our Charge Meeting and get to know your business and goals, we will put you in touch with one of our clients who has put their leaders through our program.

HOW DO YOU ENSURE LEARNING RETENTION AND APPLICATION?

This is a BIG one for us. We're mindful of the "cone of experience" in our facilitation approach (measurement of knowledge retention based on learning method), ensuring discussion, demonstration, practice, and most importantly, teaching of the skills we cover. We assign accountability partners at the end of each session as way of ensuring follow-through before we meet next, and participants are encouraged to both debrief with their supervisor and conduct a teach-back session with peers and subordinates after every session.

WHO CAN I CONTACT TO LEARN MORE?

For more information, contact Joe@cultureshock.com or Pete@cultureshock.com.

IS THERE A GUARANTEE?

Yes, CultureShoc offers a "Results or Nothing Promise." If you don't see value, you don't pay.





ACCELERATE PROGRESS

WITH PROGRAM ENHANCEMENTS AND COMPLIMENTARY SERVICES

Culture Strength Consultation

We'll come spend a couple days in your business as an objective learner. Through meeting observations, cross-functional interviews, and comprehensive review of systems and process, we'll gain insights and identify resources that we've seen other clients leveraging to win.

Example Areas of Focus

1. HR Processes
 2. Onboarding & Ongoing Training
 3. Company-Wide Communications
 4. Meeting Effectiveness
 5. Compensation & Benefits
 6. Employee Appreciation & Recognition
 7. DEI
 8. Internal Mobility
 9. Work Environment & Wellness
 10. Leadership Perception/Reality
- And more...

Sustaining Momentum Sessions

We're happy to step back and get out of your way after graduation, but some clients request ongoing maintenance sessions. Tailored to your team's needs with a combination of problem solving, new content, and refreshers on core tools from the Foundation & Mastery Phases.

Team Building

Incorporating team building activities with workshops is a tried-and-true method to transform your session into a meaningful and unforgettable event. Our recommendation is to start the program with a 2-day kickoff and incorporate team building into an evening activity on Day 1.

Workforce Engagement

Want to expose the rest of the organization to the concepts and practices most relevant for the entire workforce? We facilitate conferences & seminars and can even create custom content for your LMS.

Condensed Executive Session(s)

1-2 Day workshop prior to the start of each phase, giving executives exposure to and practice with the concepts being covered with their teams.



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INTO THE STORM
LEADERS

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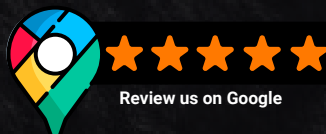
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For more information about ITS Leaders or CultureShoc's other services:

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