



CERTIFICATION PROGRAM



Participants will gain the knowledge, skills and tools to curate a successful workplace culture. During this three-day experiential learning program, they will learn the ACC System® (Analyze, Curate, Create) that includes the holistic and proactive IMPACT Model™ (Intentions & Inclusion, Measurement, Process, Accountability, Time & Tactics) methodology, Employee Empathy Mapping™ and the Anatomy of Workplace Culture™.

WHO IS THIS CERTIFICATION PROGRAM FOR?

The Premier Rapport Certified Professional Culture Curator program is built for those responsible for driving People, Strategy, Execution and Cash via their organizations culture. Participants are predominantly in the following roles:

- Senior Executives all disciplines
- Mid-level Managers all disciplines
- Entry-level Supervisors all disciplines
- Change leaders
- Project Managers
- Practitioners all disciplines
- Organization development professionals

LEARNING OBJECTIVES

By completing the Premier Rapport Certified Professional Culture Curator program, participants will:

- Understand the fundamentals of effective workplace cultures
 - Understand how to effectively shift your workplace culture
 - Articulate business value adds to peers and leaders with a presentation on business cases for pivots
- Walk away with a workplace culture plan
 - Learn to apply the ACC system in your organization
 - Learn how to apply the IMPACT Model to facilitate long lasting retention, recruitment, reduced turnover, engagement, strategy execution and high profits
- Achieve certification in the ACC System and IMPACT Model Methodology and processes that include Employee Empathy Mapping and Anatomy of Workplace Culture framework
 - Gain access to Culture Curators in Conversation Membership
 - Earn HRCI, SHRM, PMI, ASTD credits

PROGRAM AGENDA

Day one:

- Why workplace culture?
- The ROI to effective change
- The ACC System®
 - Methodology
 - IMPACT Model™
 - Processes
 - Employee Empathy Mapping™
 - 5-Step Framework Anatomy of Workplace Culture™
- Preparing for the System

Day two:

- Analyzing where are you now behaviors, mission, vision, values, culture
 - Self
 - Team
 - Department
 - Organization
- Curating
 - What have I learned
 - Where are my gaps
 - What do I see and where do I need to go
 - How will I know it's working

Day three:

- Creating
 - Gaps
 - Measurements
 - Strategy
 - Execution
 - Accountability
- When you return
 - Activities
 - Habits
 - Membership your tribe
- Exam & Graduation

COURSE MATERIALS

- Program workbook, assessments and handouts
- *How to Avoid Culture Big Fat Failures (BFF)*
- *How to Shift Workplace Culture Whitepaper*
- 1-year membership to Culture Curators In Conversation
- 3- 1 to 1 executive coaching sessions with founder first 90 days after certification