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IRP - Workshop 1

How can we create a culture of **strong character** and **high-trust**?

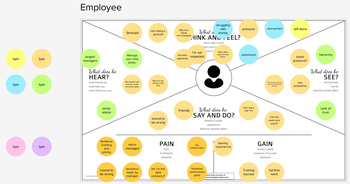
Employee & Manager Profile

Develop a user profile for our current employee/manager within a Command & Control organisation

Empathy Map

Manager

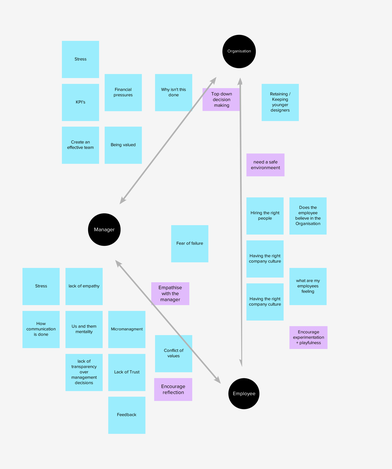
Employee



Relationship Painpoints

Discuss what problems or painpoints these employees face on day to day basis at work

Pain Points / Insights



Conversation cards

Themes/Key insights

Pull your insights together into themes and see what key insights surface.

Clustering

Create Insight Statements

Now, take one of the themes and rephrase it as a short statement. You're not looking for a solution here, merely transforming a theme into what feels like a core insight.

Forming insights

performance	Teams need empathy, trust and transparency across all levels, to reduce stress and improve performance		
CEO	managers need transparency and input with the goals their trying to achieve		
Trust	A lack of trust and shared authority can lead to micromanagement and high pressure	A company operates a top down model, creating a lack of trust and empathy	
Values	Unclear portrayal of values and lack of responsibility	Hiring and retaining talented employees is crucial	
HR	Companies need to understand their employees	Hiring and retaining talented employees is crucial	Predictive vs. reactive (workforce planning)
	Integrate at board level towards decision making		

How Might We's...

Look at Problem/Barrier/Opportunity. And reframe the problems into opportunities with 'How might we...'

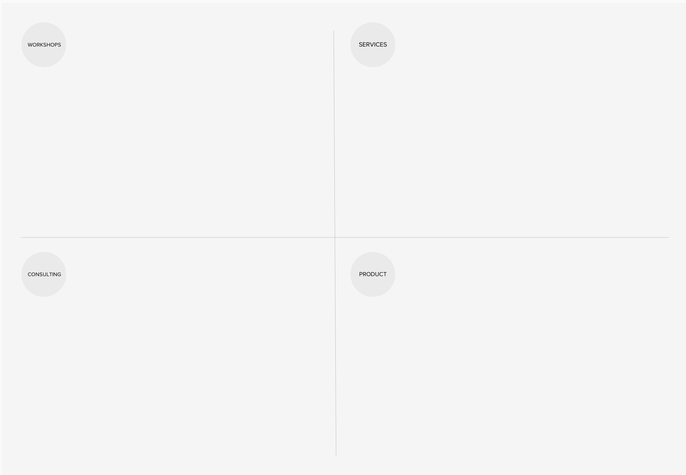
How might we...

- increase empathy and trust within the organisation
- understand the stress level within the company
- evaluate our performance/ goals
- increase transparency
- build trust and share responsibility under pressure
- how might we create a clear vision of values and responsibilities
- Ensure values act as a north star
- how might we better understand or employees and their needs
- How can we hire and retain the right employees
- how might we better understand or employees and their needs

Solution Ideation

Use this session to quickly brainstorm ideas. Quantity not Quality.

Ideation/Brainstorming ideas



Conversation cards

Your Solution

Create statements which communicate the purpose of your solution

Product Statement or Sketches