

## Master class:

# Aligning Company Culture and Strategy for Organizational Eternal Success

**Bill Lewis**  
World Class Consultant  
from U.S.A.

**Dates**  
11<sup>th</sup> – 12<sup>th</sup> November 2019

From 08:30 to 16:45

**Language – English**

**Venue The Landmark Hotel – Nicosia**

## About the Master class

Organizations must learn how to create a culture that engages every employee for sustained success. Meeting and exceeding customer requirements is critical to HR departments, Leaders and Managers for ongoing success, but the proper Culture must be established and maintained. The Masterclass will explore the disciplines necessary to build a “eternally successful organization”.

- What are the disciplines necessary to change direction from your existing organizational culture.
- Discover the methods used for on-going in the cultural change processes.
- What are the “5 behaviors” of a highly functioning organization.
- What methods are being used to empower and engage employees to perform beyond normal functional task.
- Engage everyone in the business to understand the true cost of doing business.
- The “gap” between great ideas and success is “execution” i.e. getting it done requires process thinkers which is lacking in many organizations.
- Creating a “compelling” culture is seldom strategically considered but should be. Explore how in this seminar.
- Discover how your organization gains “The Advantage” over competitors.

## Aims of the Master class

This will be a hard hitting and challenging seminar for those interested in sustained growth, and dealing with the process of Cultural and Strategic alignment. This seminar will cause individual reflection and organizational evaluation. At the conclusion of the two-day training, participants will walk away not only with tools and techniques that will prepare them to map out strategic thinking, a fresh company culture awareness, and with a renewed mind-set and commitment to alien cross functions in their organization for maximum effectiveness and productivity.

## Programme Structure

**Part 1 – TWO DAY TRAINING SEMINAR** 11<sup>th</sup> – 12<sup>th</sup> November 2019 – The Landmark Hotel – Nicosia

**Part 2 – SITE VISIT** - The company of each person who attends the two-day Seminar is expected to subscribe to a half-day session of 4 hours, in the second stage of the program. The instructor will visit each company and spend time working with those who attended the Seminar, and, where appropriate, with their senior colleagues.



**ΟΜΟΣΠΟΝΔΙΑ ΕΡΓΟΔΟΤΩΝ & ΒΙΟΜΗΧΑΝΩΝ (ΟΕΒ) ΚΥΠΡΟΥ**  
Για περισσότερες πληροφορίες απευθυνθείτε στην ΟΕΒ  
Τμήμα Μελετών, Κατάρτισης και Ευρωπαϊκών Προγραμμάτων  
Τηλ. 22 665 102 fax: 22 666 661 e-mail: mpirea@oeb.org.cy, stsingis@oeb.org.cy



# Aligning Company Culture and Strategy for Organizational Eternal Success

## Benefits of Attending

### Participants will ....

- Experience the present culture and how to make needed changes to align with a consistent strategic plan.
- Discover the ingredients necessary for a Purpose Driven Organization.
- Experience successful techniques and tools used by others to engage employees, customers and suppliers to be ONE with your business.
- Learn how to build and In-House Entrepreneurial/Compelling culture.
- Learn the steps of how to create an organization of "Intrapreneurs"
- Explore "sticking" points that will hinder growth like Conflict, lack of Trust and the lack of candid Communication and how to overcome these issues.
- Experience how to become "process thinkers" using a simple but effective mapping and process tool.
- Learn how to align every spectrum of the business to eliminate silo performance and enhance your value proposition.



## Who Should Attend

HR Managers, Owners, CEO's and other Managers across all functions of the organization who are responsible for and interested in becoming strategic process thinkers and change agents for sustained growth both personally and organizationally. Leaders who desire to become facilitators in creative and innovative methods for culture change and continuous organizational improvement and growth in every aspect for the business or Organization.

## Major Topics

- **What does it mean to be "Purpose Driven" Organization and what are the steps necessary to achieve it?**
  - Review the "ingredients" to become "Purpose Driven" Organization and examine what is missing from your organization
  - Each participant will experience through seminar interaction the "Customer Focus Toolkit" which is made up of 3 proven evaluation tools developed by Dr. Whitely. 1-The Characteristics of a company driven company (self-test) 2-Tools for developing a vision 3-Tools for Smashing Barriers to Customer Winning Performance
- **Total Organizational Alignment for Eternal Organizational success through culture change**
  - What could you be doing better?
  - Can organizational health lead to longer business life?
  - Can organizations like people, be self-destructive?
  - Is there hope for a "sick" organization?
- **Finding the answers and tools for fixing the problem**
- **Building a culture for positive feedback**
- **Case study of steps taken to build an eternally successful company**
- **The five behaviors of cohesive team - The speed of trust**
- **Dealing with conflict resolution and inspiring trust again**
- **Creating an action plan**



**ΟΜΟΣΠΟΝΔΙΑ ΕΡΓΟΔΟΤΩΝ & ΒΙΟΜΗΧΑΝΩΝ (ΟΕΒ) ΚΥΠΡΟΥ**

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## Programme Leader

### **BILL LEWIS - World Class Consultant from the U.S.A**

For more than 30 years, Bill Lewis has served organizations from around the world by helping them structure and align themselves for sustainable growth and success. As a Organizational Development professional Bill is not part of a big consulting firm that sells programs. In contrast an independent consult and coach he has served a niche market of companies who desire to make unique differences, not just follow trendy management programs. Many of Bill's clients have partnered with him for many years because of the relationship he has build with them and the value he has brought to their companies as they continue to be successful and profitable.

### **Bill says..**

*"I am not a trainer in the traditional thinking. Although I'm a good teacher and very capable in educating the firms I work with, I do much more. I walk along side of them coaching, encouraging and making need adjustments along the way".*



## ZERO Cost Master Class

The training program approved, by the Human Human Resource Development Authority (HRDA), as a vital importance seminar and is fully subsidized to eligible organizations that meet the HRDA criteria.

**The Masterclass is addressed only to OEB's members.**

## APPLICATION FORM

**SURNAME / NAME**

**POSITION**

**I.D. NO**

**Mob. Phone NO**

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

### COMPANY / ORGANISATION

Company's Name: \_\_\_\_\_ Social Insurance No: \_\_\_\_\_

Contact Person \_\_\_\_\_ e-mail \_\_\_\_\_

Address: \_\_\_\_\_ Post Code: \_\_\_\_\_

P.O.Box: \_\_\_\_\_ Post Code: \_\_\_\_\_ District: \_\_\_\_\_

Tel.: \_\_\_\_\_ Fax: \_\_\_\_\_ No. of Employees: \_\_\_\_\_



**ΟΜΟΣΠΟΝΔΙΑ ΕΡΓΟΔΟΤΩΝ & ΒΙΟΜΗΧΑΝΩΝ (ΟΕΒ) ΚΥΠΡΟΥ**  
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