

# The Conscious Culture Program

A 6 Month Experience / Commitments 1-7 of the 15 Commitments of Conscious Leadership

This six month program is for organizations who are devoted to eliminating drama and creating high trust cultures. Each month a CLG facilitator introduces a new commitment during an onsite and walks your team through its implementation. Weekly emails between on-sites provide content and exercises to deepen your experience and understanding of the commitments. We provide leave behinds and easily actionable practices for both individuals and teams to integrate the commitment.

## Who is it for?

Organizations who are willing to walk the talk of creating a conscious culture, including encouraging their team members to engage with the material on a daily basis. We typically start with the most senior leadership team. As they begin to integrate what they're learning with their direct reports, we can come in to provide programs for larger groups of team members. For smaller organizations, we often train the whole team together. We'll advise you on the right approach for your organization.

## What are the benefits?

Team members at client companies who integrate conscious leadership experience a greater sense of wellbeing. Expect team members to experience more energy, creativity, and connection as they learn to live these commitments at work, at home, and everywhere in between.

Our clients notice that conflicts are resolved more easily, drama declines significantly, and people feel more empowered, included, and valued. Work becomes a better place to be and stress levels go down, so unproductive and sick days decrease. All of this adds up to talent attraction, acquisition, and retention.

Organizations that learn to create win for all solutions through conscious leadership training enjoy an increase in both employee engagement and brand reputation, both of which influence the bottom line.

## What is the time commitment?

One day introduction. Seven monthly on-sites over six months. 1-2 hours/week to practice and integrate.

## How will it be challenging?

This process requires your willingness to learn and your courage to play on your edge. Expect to be uncomfortable. We will challenge you to take responsibility for your results, ask you to feel emotions, and to take the time to listen and have difficult conversations. We're going to look at where you aren't keeping your agreements and support you to make sustainable changes to those patterns. A commitment to a daily 10 minute meditation practice is recommended for all participants. Those who are willing to take these courageous steps reap the rewards of this transformational training.

## Learn More

Contact us at [hello@conscious.is](mailto:hello@conscious.is) to set up a time to talk about bringing The Conscious Culture Program into your company.

## Program Overview

### Intention and Logistics

The purpose of this program to create a culture that uses shared language and tools to collaborate more consciously and with less drama. Your Conscious Leadership Group consultant will provide onsite facilitation and one-on-one coaching as needed.

### Prerequisite #1: Introduction to Conscious Leadership

- A one day event to introduce the four questions of conscious leadership to the group and to facilitate the participants to apply them to a current relationship issue in their life.
- We'll also explore and apply what you're learning with a team or group issue.

### Prerequisite #2: Team Assessment and Survey

- Assessment. Eight to ten 20 minute phone interviews—written questionnaires with the remaining members—to determine team and organizational needs.
- Survey: To determine success of program, in particular to measure trust. (5 mins each at beginning and end of program.)
- Your consultant will generate a report and review with team leaders via conference call.

At this point, we'll be able to determine if The Conscious Culture Program is a match.

### Conscious Culture Program

- We'll work with you to identify a Conscious Culture Program champion before we come in. This is key to the success of the program.
- Each month your consultant will work with the team for 4 hours to practice conscious leadership skills and address current team issues individually and collectively.
- Weekly emails to practice and integrate the commitment of the month.
- You'll receive posters and other leave behinds to reinforce what you're learning.
- Monthly hour call with internal champion to review program progress.

### Commitments By Month

(1) 100% Responsibility, (2) Curiosity, (3) Feeling Your Feelings, (4) Candor, (5) Gossip, (6) Integrity Appreciation, Commitment #7, will be interspersed throughout the program.

See <http://conscious.is/15-commitments> to read more about The 15 Commitments.

### More Details

See Example of Monthly Content and Weekly Emails below

## Example of Monthly Content and Weekly Emails

### Commitment 1: 100% Responsibility

I commit to taking full responsibility for the circumstances of my life, and my physical, emotional, mental and spiritual wellbeing. I commit to support others to take full responsibility for their lives.

#### Your Practice

- (1) Watch [Are You Taking 100% Responsibility?](#)
- (2) Read Commitment 1 (pp.44-59) in The 15 Commitments of Conscious Leadership
- (3) We recommend that you meditate for 10 minutes a day. [Headspace App](#) is a great place for guided meditation.
- (4) Set Reminder App (Instructions below)



#### Mind Jogger / Randomly Remind Me

Set to "(Your Name), where are you?"

The purpose of this tool is to bring your awareness to the commitment multiple times a day. Decide how many times per day you're actually willing to pause, take a breath, and check in. When the app alerts you, take one breath and notice if you're above or below the line. Once you locate yourself, take a breath of acceptance for being exactly where you are. Awareness of where you are is the key.

#### Jedi Challenge: Learning Partner Practice

Download learning partner instructions [here](#).

Schedule a 30 minute weekly meeting with someone you would enjoy getting to know more through practicing conscious leadership. To keep it simple, pick the same time each week. Meeting on the phone and in person are both great options. Do whatever works best for you. The one key rule: stick to the script.

#### Weekly Emails

Each week participants will receive an email to keep the learning process dynamic and to increase learning and engagement. Below is an example for commitment 1.

Hi all,

Here's [a video](#) to watch to keep the drama triangle top of mind.

You can download the [Triangle Fronts](#)—bases—to print out and play on the drama triangle at work or at home. Remember to have fun with it. The more you exaggerate the drama, the more you'll uncover.

More next week. Feel free to reach out with any questions.

### Contact Us to Bring The Conscious Culture Program to You

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