



## cultureQs

### What? ... How? ... Why?



***cultureQs*** is a unique approach to ***Cultivating Relationships that Matter in Situations that Matter ... fast.***

Using powerful Questions within a Bohmian Dialogue framework, it inspires participants to reflect on the foundations of their beliefs, attitudes and behaviours.

While engaging in deep meaningful conversations, people connect quickly, enabling the invisible borders that hinder collaboration to fall away.

Wasteful conflict is reduced; people (re-)focus on the personal and professional questions that matter; releasing the innovative potential that enhances performance.

# Theoretical and Experiential Foundations of cultureQs

The structure, content, foundations and process of cultureQs are the product of a lifetime's worldwide personal and professional experience.

*"How can we accelerate the process of connecting at a deep meaningful level, to enable us to focus on our business questions more quickly and effectively?"*

This was the client challenge at the start of a Post-Merger Integration process that sparked the development of *cultureQs*.

## Deep Meaningful Conversations that Connect ... Quickly

Appreciative Inquiry

Power of Open Questions

Art of Invitation

Culture as a Dynamic

Dialogue  
(Bohmian Dialogue)

Each human is unique

Nature: Life's metaphor

Change is ubiquitous

Personal Stories

# Principles of Human Interaction that underlie cultureQs

## Seven Core Layers of Culture

### Influencers of our Interactions in an Organisational Context

The notions and characteristics illustrated here are frequently mistakenly presented as 'culture'.

They are not. They are, however, significant influencers of Human BEings' interactions with one another.

People don't encounter and engage with one another as representatives of a specific cultural group.

People engage with one another as individual Human BEings, each with their unique personal history, experience, influencers, intrinsic motivators.

*cultureQs* enables this human-to-human exchange.

Further information:

<https://cultureqs.com/seven-layers-of-culture/>



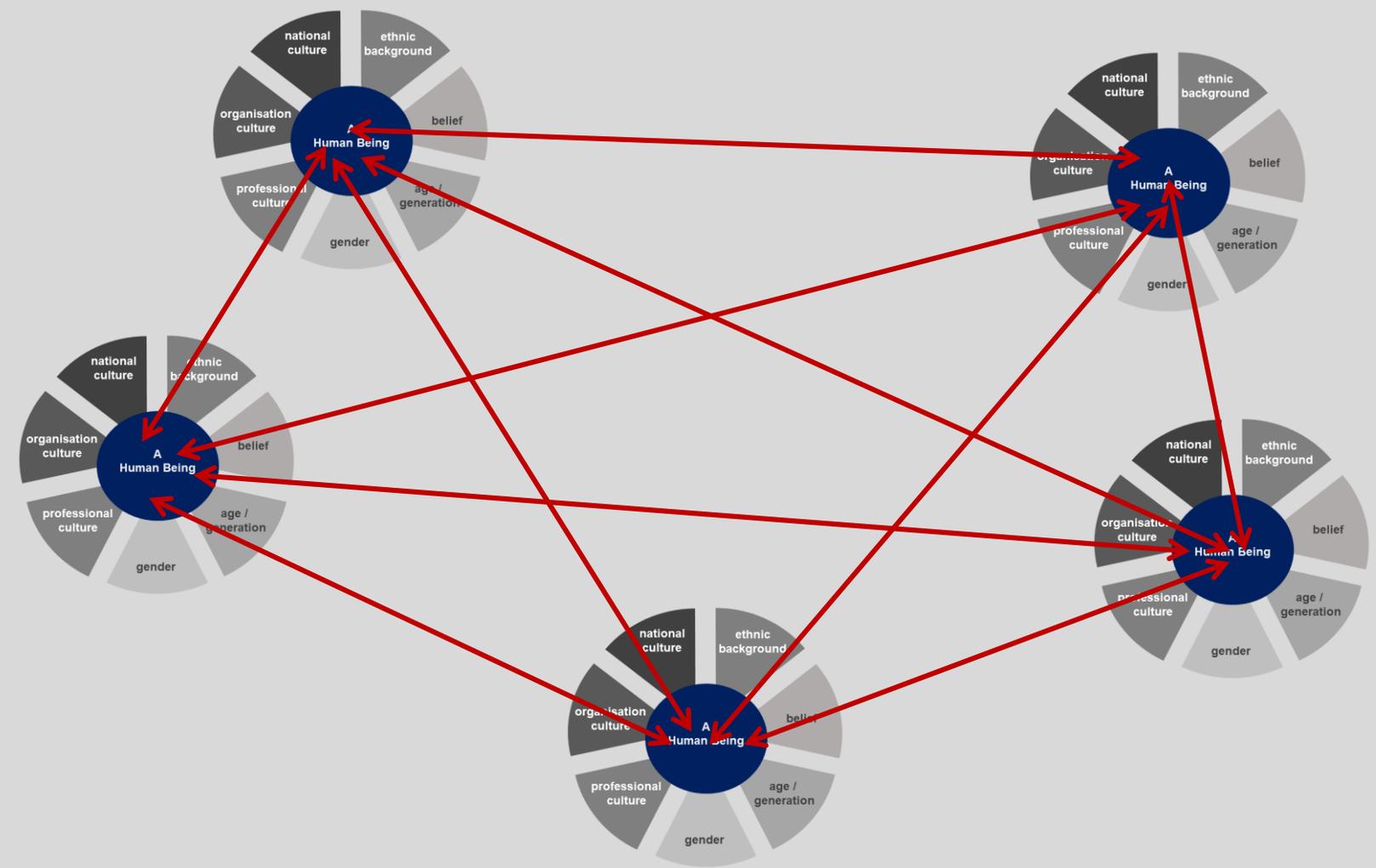
# Principles of Human Interaction that underlie cultureQs

## Dynamics of Human Interaction

**Cultures don't interact.  
People interact.**

**We interact with one another  
as one Human BEing to another.**

**cultureQs is designed to enable  
people who need to work  
together to relate generatively  
WITH one another as fellow  
Human BEings.**



**What do we mean by culture?**

**Why is culture so important in organisation life?**

The **Culture** of a social system is a dynamic ...  
... changing with every single interaction ...  
... therefore beyond definition.

Your organisation is alive, dynamic,  
continuously changing.

Everything and everybody in your  
organisation is interrelated and  
interdependent.

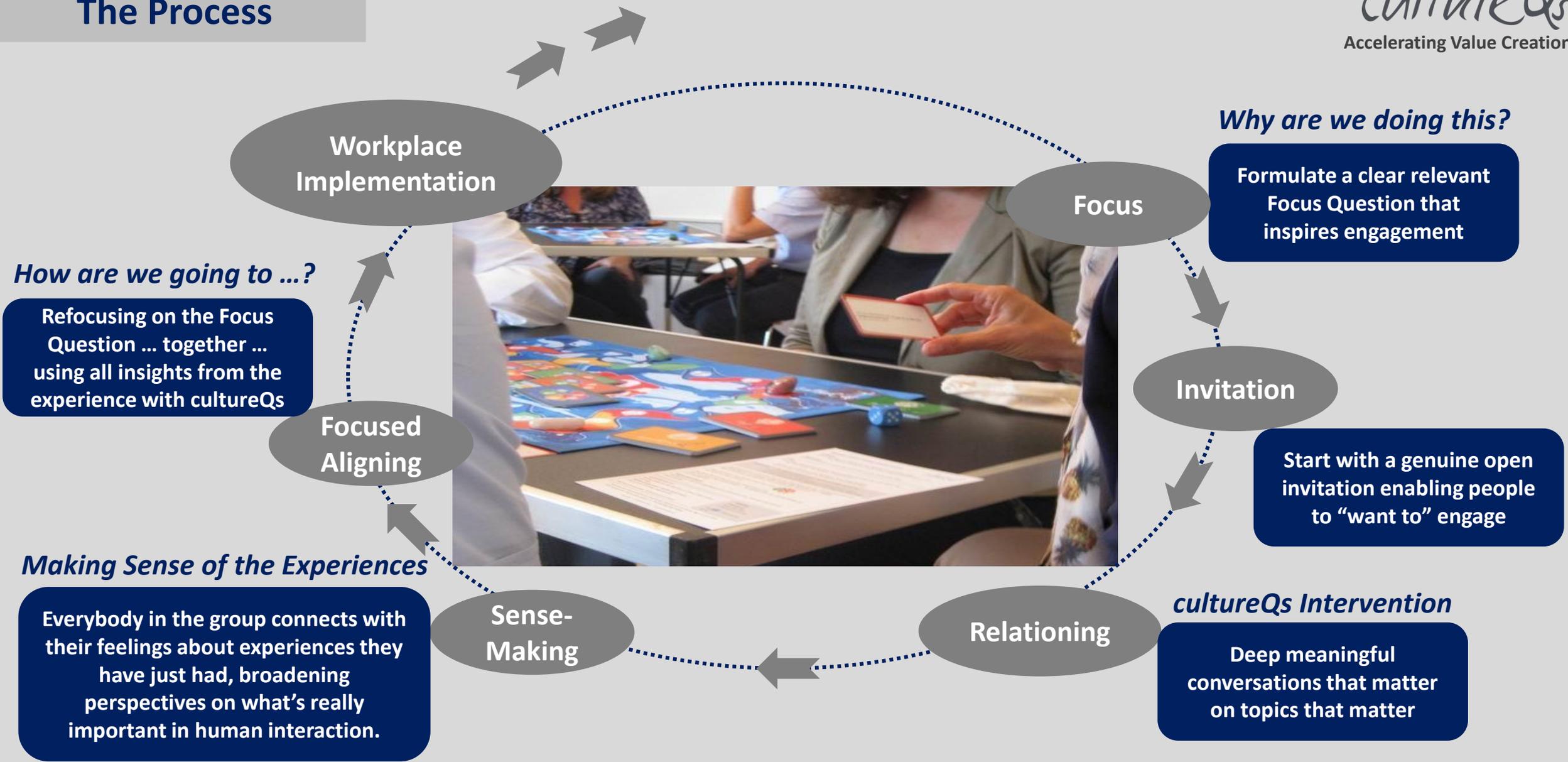
Everybody ... together ... is responsible for  
the culture ... responsible for cultivating a  
healthy generative environment (culture) in  
which people engage with their work, with  
one another because they *“want to”*.

Outcomes reflect this environment.

**Culture ...  
The continuously evolving  
dynamic interaction of  
mindsets and gutsets of  
actors in the system(s).**

# How cultureQs works

## The Process



*"This is better than the Wizard of Oz. The conversations that emerge move people through their big challenges toward solutions."*

**(Senior Consultant in a world-renowned Leadership Development Institution)**

*"This is so effective that every project should integrate cultureQs<sup>®</sup> into the kick-off phase."*

**(A senior programme manager at one of the world's largest IT services providers.)**

*"This is everything I hoped for ... and much more."*

**(A cultureQs Facilitator at the end of the Licensing Programme)**

*"I'm very happy with the day and very happy with the outcome. The questions and issues are out in the open and to be honest, I never expected that we would make such progress in just one day. cultureQs<sup>®</sup> enabled us to take down our masks, show our real selves, and trust. We have created a working framework and now need to ensure that we implement it. This is our responsibility."* **(Business Unit Director)**

*A trusting environment emerged very quickly.*

*It's amazing how quickly you get into topics we wouldn't normally talk about.*

*It generated a new energy in the group.*

*We went very deep very quickly.*

*It encourages a culture of listening.*

*It gives interesting mirroring back to me.*

*The game has no dramatic components, but it certainly has impact.*

*It didn't even cross my mind that people might be lying.*

*I liked it very much because completely different levels and themes were addressed. It was a non-structured complexity of themes. And this is precisely how I feel in work processes.*

*A deceptively powerful organisation development intervention.*

*There are no losers. Everybody wins.*

*There was no time to pull down internal BS builders.*

*We had time and space to reflect on Questions for ourselves; with others.*

*Giving everybody a voice.*



## **I Facilitate Culture Change ... through People ... with People**

**I am a Dialogue Facilitator, Change Provocateur, Consultant and Executive Coach. For more than 30 years, I have been working worldwide as an Organisation Development Consultant, Facilitator and Coach for Cultural Integration, Change and Leadership, where the primary focus is on Cultivating Healthy Workplaces by benefitting from innate Cultural Differences.**

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