



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 outcome of a lifetime's personal and professional experience, working worldwide in a broad variety of contexts.

"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

**Sharing
Personal Stories**

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:

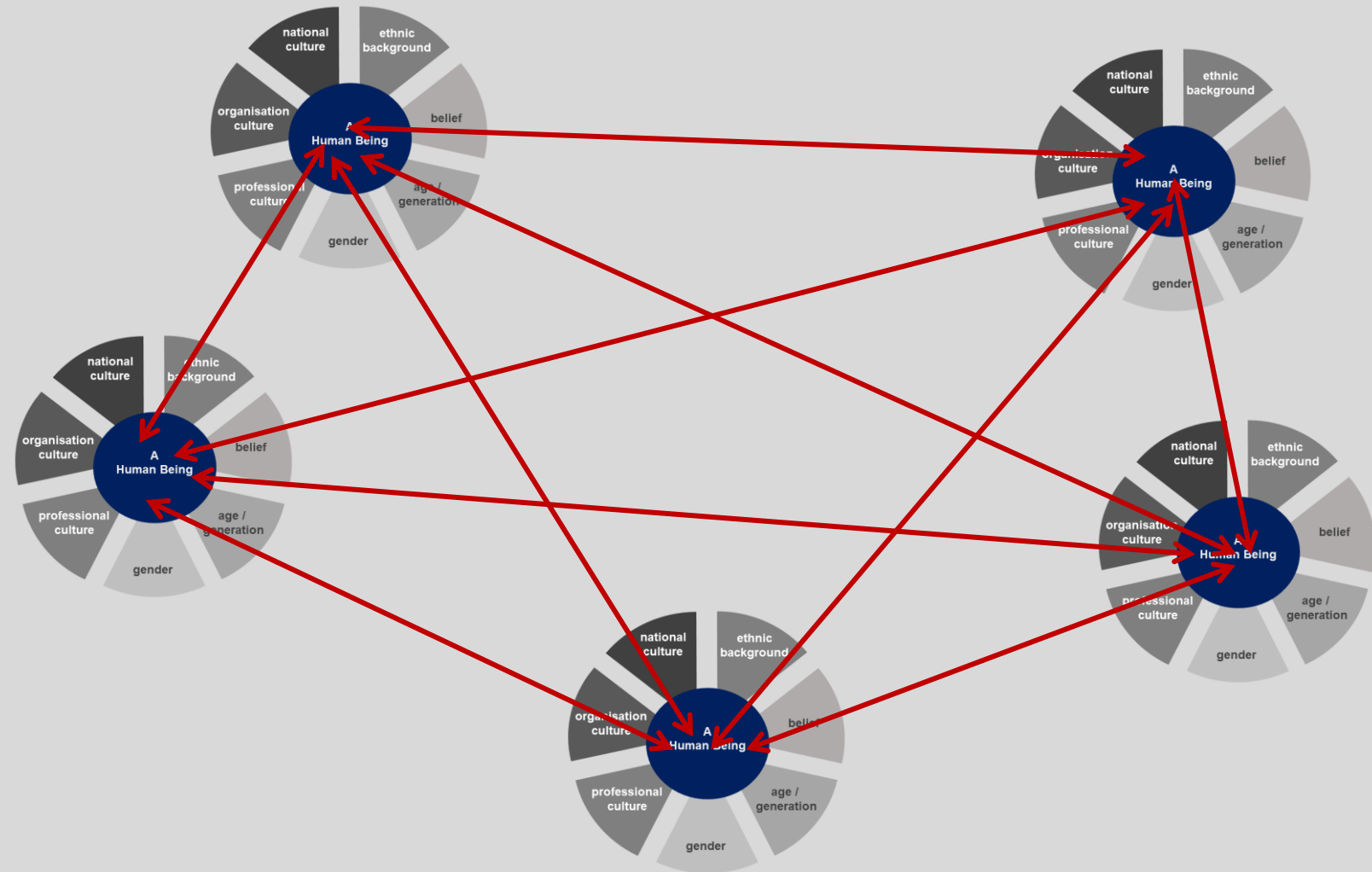
<https://cultureqs.com/seven-layers-of-culture/>



Cultures don't interact. People interact.

We interact with one another
as one unique 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.

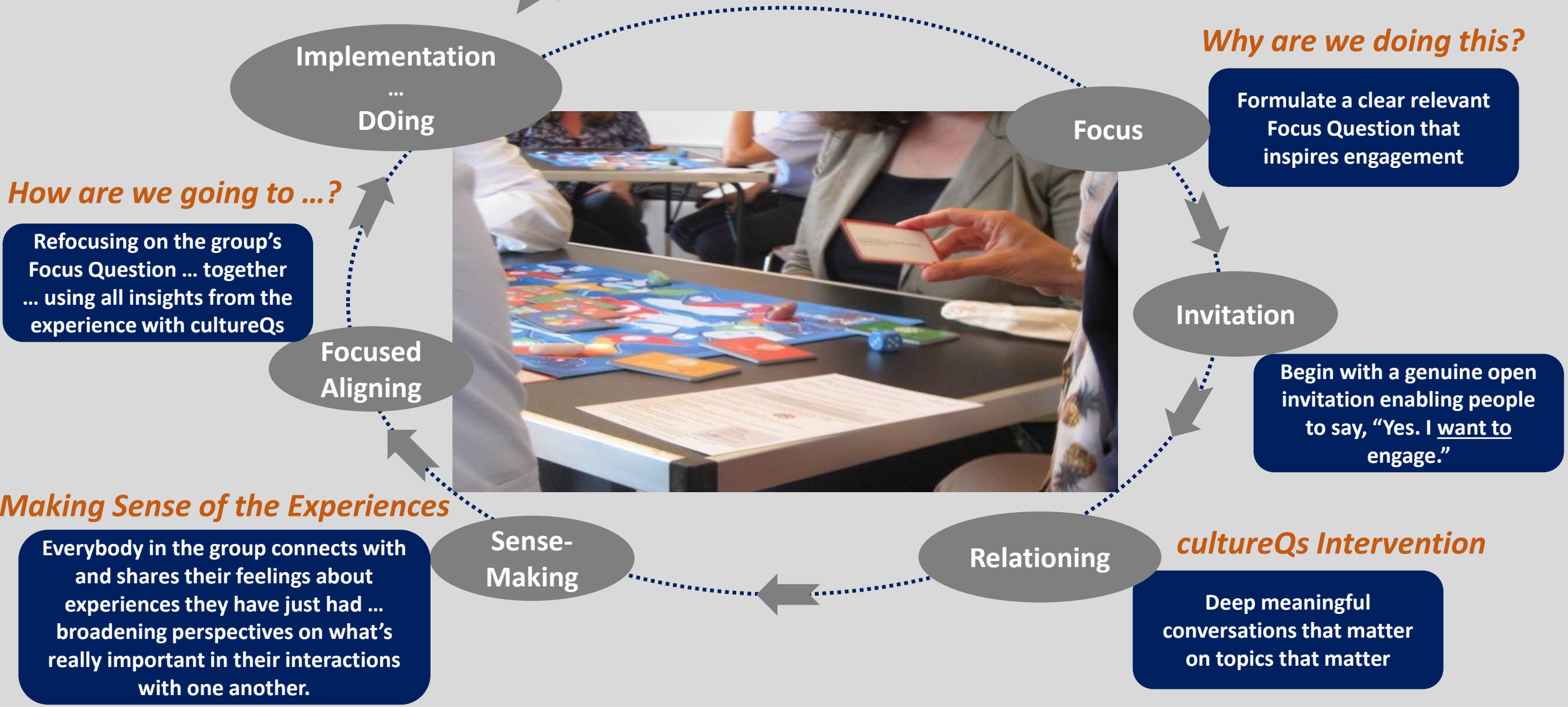
Everybody ... together ... is responsible for
the culture ... responsible for cultivating a
healthy generative environment (culture) in
which people engage with their work, with
one another because they *“want to”*.

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



What clients say about their Experience with *cultureQs*

"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)

It gives everybody a voice.

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

"This is so effective that every project should integrate cultureQs into the kick-off phase."

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

A trusting environment emerged very quickly.

"People are still talking about the impact cultureQs had on them, long after our workshop."

(Project Manager at an International Financial Organisation)

We went very deep very quickly.

It gives interesting mirroring back to me.

It generated a new energy in the group.

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

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

(A cultureQs Facilitator at the end of the Licence Programme)

A deceptively powerful organisation development intervention.

"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[®] 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)



cultureQs Suite of Products

Products Currently Available
in multiple languages



The cultureQs Approach is designed to be simple for participants to use. Enabling this is more complex.

To benefit from the potential of this powerful approach in which the natural complexity of human dynamics is embedded, the cultureQs Licence is recommended for all facilitators and consultants. It is a prerequisite for obtaining access to all cultureQs resources.

Version	Focus	Who For	Availability	
			Public Sale	Licence Required
<i>cultureQs Professional</i>	Multiple contexts	Any groups or teams who need to collaborate		Essential X
<i>cultureQs Business</i>	Business and Organisation Life	Groups or Teams in organisations	x	<i>Recommended</i>
<i>cultureQs Dancing with Diversity [COMPACT]</i>	Diversity Topics (multiple contexts)	e.g. Corporations, Education, Organisations, Communities (international/Intercultural)	x	<i>Recommended</i>
<i>cultureQs Dancing with Diversity [COMPREHENSIVE]</i>	Diversity Topics (multiple contexts)	e.g. Corporations, Education, Organisations, Communities (international/Intercultural)		Essential X
<i>cultureQs Community</i>	Community Development Initiatives	Formal or Informal communities	x	<i>Recommended</i>
<i>cultureQs Starter</i>	Fast relationing (beyond mere connecting)	Groups who need to cooperate	x	

Eric Lynn

Creator: *cultureQs*

Author: *Dancing with Change; Cultivating Healthy Organisations*

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



cultureQs[®]
Accelerating Value Creation

I offer you ... *FOCUS ... ORIENTATION ... CLARITY* ... embedded in four decades of professional experience, living and working on four continents as a ...

- ***INQUIRY PARTNER***, to supporting you in locating and addressing the fundamental issues preventing you **BEing** a healthy organisation;
- ***ADVISOR*** and/or ***THINKING PARTNER***, to support you in developing meaningful initiatives;
- ***DIALOGUE FACILITATOR***, opening and holding a space for you and your people to bring meaningful initiatives to life;
- ***MEDIATOR***, so you can overcome your conflicts;
- ***COACH***, supporting you to gain clarity and orientation in the frequently disorientating whirlwind of professional life.