



# INFLUENCING WORKPLACE CULTURE THROUGH CREATIVITY & PLAY

TRANSFORMATIONAL LEADERSHIP:  
LEADING FROM THE INSIDE OUT  
MARCH 24, 2021

SESSION # 1  
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Play... be curious, kick off  
LEADERSHIP WITH FUN!

1. WHAT IS CULTURE?

- ★ SOCIAL FABRIC OF AN ORGANIZATION
  - ★ SHAPES ATTITUDES AND BEHAVIOURS
  - ★ DEFINES BOUNDARIES
  - ★ INFLUENCES RELATIONSHIPS AND TEAM DYNAMICS
- What is encouraged/discouraged  
What is accepted/rejected

2. TRUTHS ABOUT CULTURE

- ★ CULTURE CAN UNLEASH INCREDIBLE AMOUNTS OF ENERGY TOWARD A SHARED PURPOSE
- ★ CULTURE IS ANCHORED IN UNSPOKEN BEHAVIOURS, MINDSETS AND SOCIAL PATTERNS
- ★ CULTURE CREATES UNITY AND CONNECTION
- ★ CULTURE DIRECTLY RELATES TO ENGAGEMENT AND SATISFACTION AT WORK
- ★ CULTURE IS THE FOUNDATION OF YOUR WORK ENVIRONMENT
- ★ CULTURE IS INFLUENCED BY LEADERSHIP

3. CHARACTERISTICS OF TRADITIONAL WORKPLACE CULTURE

- ★ PROFESSIONAL
- ★ DISCIPLINED
- ★ RESPONSIBLE
- ★ HIGH-PERFORMING
- ★ STRIVE FOR PERFECTION
- ★ CONSISTENTLY MEET DEADLINES
- ★ STABLE AND STRUCTURED
- ★ BUREAUCRATIC
- ★ WORK DOES NOT MEAN PLAY
- ★ TAKE WORK VERY SERIOUSLY
- ★ RIGID RULES AND POLICIES WITH STRICT DISCIPLINARY ENFORCEMENT
- ★ HIERARCHIAL

4. MAKING THE CASE FOR PLAY

- ★ PLAY REDUCES STRESS
- ★ PLAY HELPS BUILD SOCIAL & EMOTIONAL SKILLS & AWARENESS
- ★ PLAY SHIFTS PERSPECTIVE
- ★ PLAY HELPS US LEARN
- ★ EMPATHY IS DEVELOPED THROUGH PLAY
- ★ COLLABORATION IS LEARNED THROUGH PLAY
- ★ PLAY IS AT THE CORE OF CREATIVITY & INNOVATION
- ★ WHEN WE PLAY & LAUGH WE ARE BEING GENUINE AND AUTHENTIC WHICH RELEASES OXYTOCIN

5. INTENTIONAL CULTURE DESIGN & SELF-REFLECTION

- CONSIDER IDEAL STATES OF INTEGRATION AND INFUSING PLAYFULNESS
- HOW WILL YOU COMMUNICATE WITH CARE WHEN THINGS GET STICKY?
- WHAT ARE THE TOP 3-5 CHARACTERISTICS OF YOUR MINI CULTURE?
- IF YOUR CULTURE WAS WEATHER, WHAT WOULD IT BE?
- IF YOUR CULTURE WAS A CHARACTER, WHO WOULD IT BE?
- IN WHAT WAYS CAN YOU LEVERAGE YOUR LEADERSHIP TO INFUSE MORE PLAY INTO YOUR WORK?