

40th Annual InterCourt Conference



Session 3F: Creating an Extraordinary Culture in Your Organization

Presenters: *John Robison*

March 14, 2024
3:15 - 4:45 p.m.



THE SUPREME COURT *of* OHIO
JUDICIAL COLLEGE

Extraordinary culture does not happen by accident. It must be intentionally designed. In this course participants will learn a framework for designing and implementing an agency culture will motivate and engage their staff and to develop an internally focused “why-based” mission statement. This course provides a road map on how to become the agency everyone **wants** to work for.

For today, we will define culture as: commonly held set of values and principles that show up in the everyday **BEHAVIORS** of the people in the organization.



Boeing Aviation vs. Ritz Carlton: A tale of two cultures



Tier 1 (non-Supervisors): _____

Tier 2 (Supervisors): _____

Tier 3 (Senior Leaders): _____

Steps to Identifying your organizational WHY

1. Find a skilled _____. Someone to “run” the process not be “part” of the process
2. Invite the _____ people. The people who have a passion for your organization
3. Make _____ and provide _____. Nothing more important than this.
4. Sharing _____, helps your people identify why they love the organization.
5. Identify _____ and draft a why statement



Creating an Extraordinary Culture



Presented by Dr. John Robison ~ Command Presence Training

Sample Fundamentals

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____

Creating Rituals

1. Highlight a _____ of the _____.
2. Utilize fundamentals in _____ and counseling sessions.
3. Make _____ fundamental focused.
4. Show _____.
5. Consider connecting on a higher level with the app.

Succession Planning For Talent, Not Just Title

Establishing a Mentoring Program: _____

Establishing a Career path Program: _____

Notes: _____
