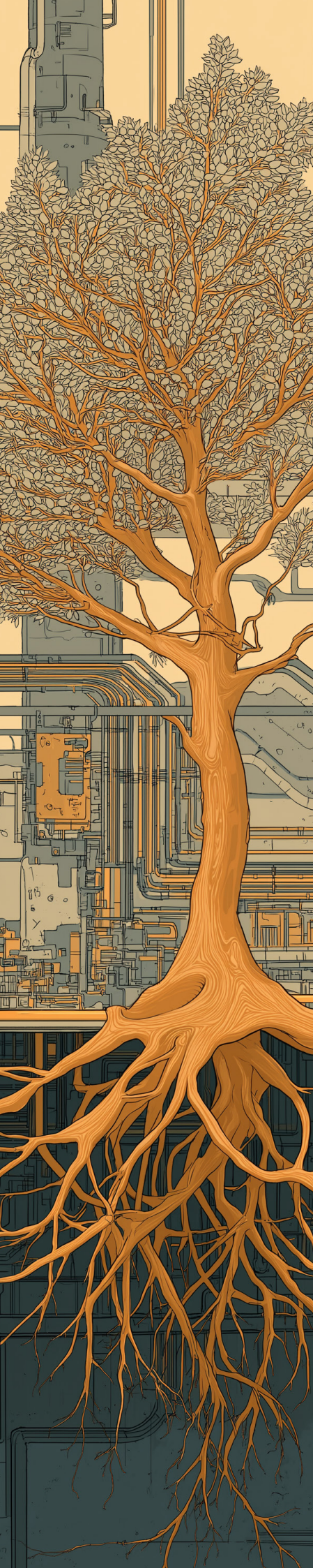


Culture Leadership Lab

Leading the human foundations beneath business performance.

A two-day workshop





INTRO

Culture does not shift because of strategy documents.

It shifts because of how leaders behave.

The Leadership Culture Lab is a two-day immersive leadership experience designed for both new and experienced leaders who want to shape culture through action, not hierarchy. It equips leaders with the mindset, skills and behavioural clarity required to intentionally build high-performing, aligned and accountable teams.

This is not a theoretical leadership course. We're as bored with those as you are. Instead, it is practical, reflective and focused on tangible behavioural shifts that translate directly into improved team performance and measurable cultural impact. For leadership teams ready to make culture their greatest competitive advantage, The Leadership Culture Lab is an essential intervention.

AUDIENCE

The Leadership Culture Lab is designed for:

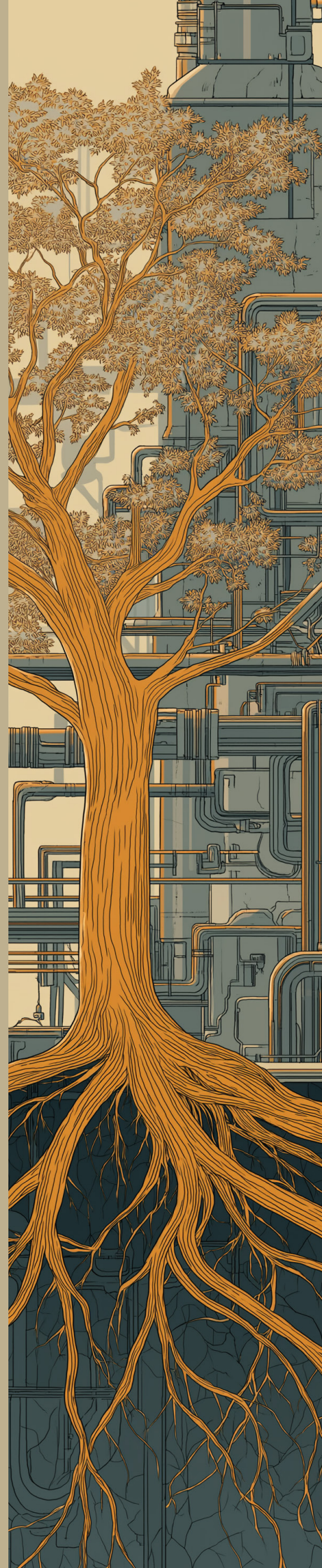
- **First-time managers** building foundational leadership capability
- **Middle managers** responsible for driving team performance
- **Senior leaders** influencing organisational direction and culture
- **Cross-functional leadership teams** seeking greater alignment

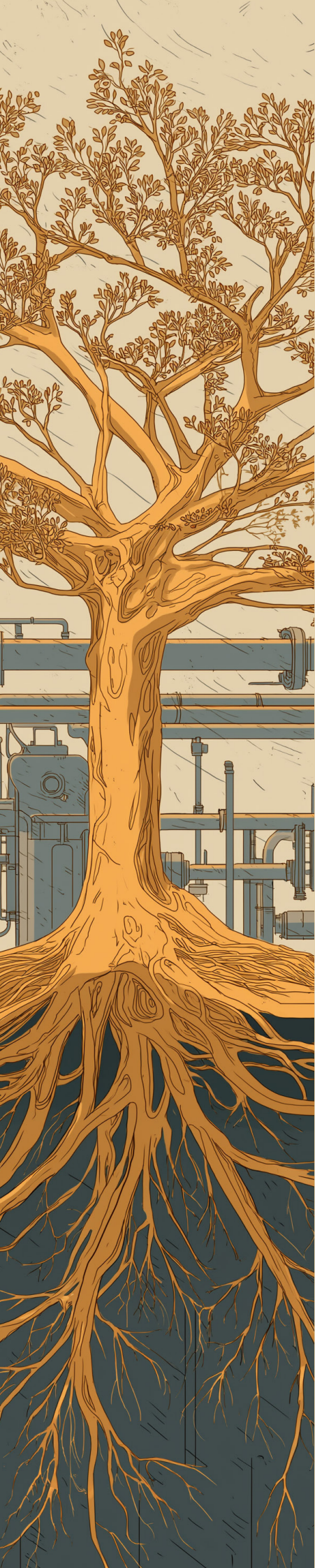
It works particularly well when entire leadership cohorts attend together, enabling shared language, collective accountability and consistent behavioural standards.

OUTCOME

- **Strengthen emotional intelligence** in high-pressure environments
- **Build trust** as a deliberate performance strategy
- **Equip leaders** to create psychological safety without lowering standards
- **Use discretionary recognition** to increase engagement and motivation
- **Align leadership** behaviours with organisational values and purpose
- **Establish shared leadership standards** across teams

Participants leave with **clarity** on how their **behaviour shapes culture** every single day.





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Throughout Day One, we will workshop practical tools and techniques to help leaders understand, measure, and influence culture in their teams and organisations. Each module combines actionable frameworks with structured exercises to translate insights into everyday leadership practice.

(1) Introduction: Culture as Leadership Behaviour

Explore the concept of culture as an actionable, measurable system shaped by leadership choices. Learn how daily decisions, conversations, and reactions reinforce or weaken the behaviours that define your culture.

(2) Tool #1: Emotional Response Audit

Apply the 3-Second Rule and other emotional regulation tools to assess and improve your own responses under pressure. Through scenario-based exercises, participants will identify patterns in their reactions that either support or hinder effective leadership.

(3) Tool #2: Trust Mapping

Examine the link between trust and team performance using a structured Trust Map. Identify micro-behaviours that build or erode trust and test strategies for strengthening relationships within your teams. Gain actionable insights on how trust operates as a performance lever in real-world contexts.

(4) Tool #3: Psychological Safety Framework

Learn how to create environments where team members feel safe to contribute openly while maintaining ownership and accountability. Practice techniques for encouraging candid feedback, constructive challenge, and shared responsibility for outcomes.

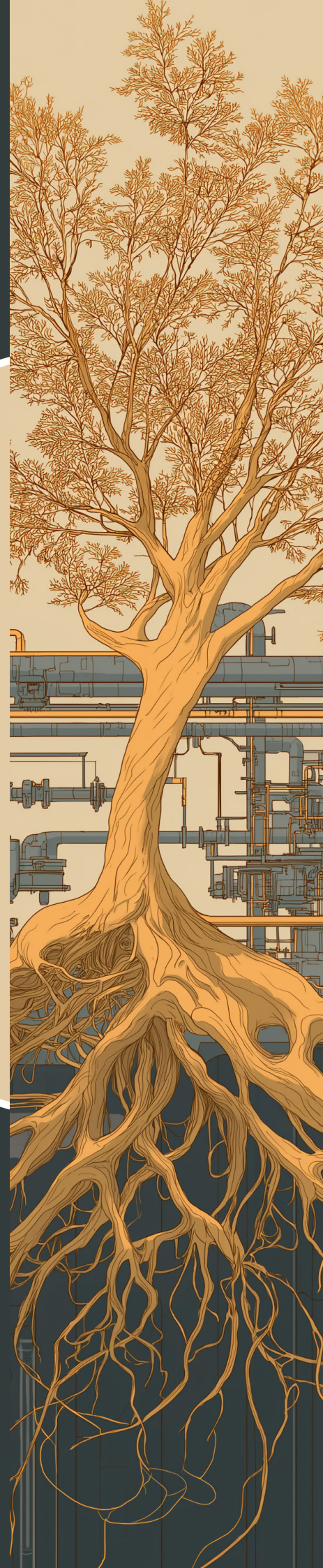
(5) Tool #4: Authentic Leadership Check

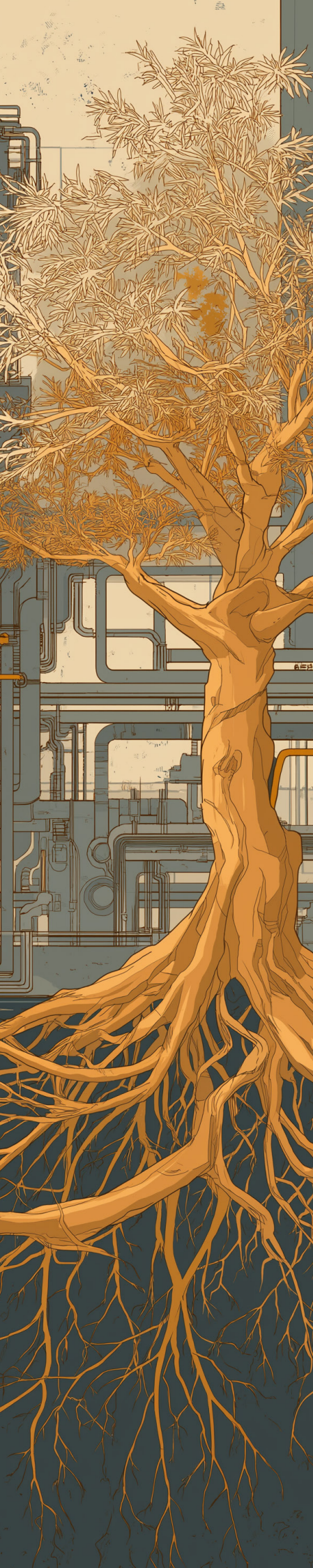
Assess alignment between your personal leadership behaviours and organisational values. Using reflection exercises and peer feedback, participants will identify areas to model authenticity, consistency, and purpose-driven leadership in day-to-day interactions.

(6) Reflections, Open Discussion, and Action Planning

Each session ends with structured reflection and facilitated discussion. Participants will test assumptions, debate insights, and co-develop practical strategies for embedding the day's learning into their teams and leadership practice.

DAY ONE





DAY TWO

Throughout Day Two, we will workshop tools and techniques to help leaders embed culture into their daily practice, with a focus on measurable impact and sustained behavioural change. Each session combines exercises, reflection, and discussion to translate insights into actionable leadership behaviours.

(1) Discretionary Recognition as a Culture Multiplier

Explore how intentional recognition can drive motivation, engagement, and discretionary effort. Participants will practice identifying opportunities for recognition, crafting meaningful messages, and understanding how consistent acknowledgment reinforces cultural norms.

(2) Collective Leadership Alignment

Examine the importance of shared leadership expectations in preventing culture drift. Through scenario-based exercises, participants will identify areas of misalignment across departments and co-develop strategies to maintain consistency in messaging and behaviour.

(3) Culture Through Action

Learn how to embed culture-building behaviours into everyday leadership practice, rather than relying on one-off initiatives. Participants will workshop methods for translating cultural values into repeated actions that influence team norms and performance.

(4) Leading in Difficult Conversations

Develop clarity, courage, and emotional control when handling conversations that have a significant cultural impact. Leaders will practice structured approaches to delivering feedback, addressing misalignment, and reinforcing desired behaviours without undermining relationships.

(5) Personal Leadership Action Plan

Create a structured 30–60–90 day roadmap to sustain behavioural change and ensure measurable impact. Participants will translate learnings from the day into concrete steps for embedding culture-focused practices in their own teams, including checkpoints for accountability and reflection.

(6) Reflections, Open Discussion, and Application

Each session ends with facilitated reflection and discussion. Participants will test assumptions, share insights, and co-develop strategies to ensure the day's learning is translated into tangible, lasting influence on their teams and organisation.

Duration

This Culture Laboratory takes place over two days.

Venue

The venue in Sandton is to be confirmed.

Price

Participation costs **R12995** per person.

Travel expenses (hotel, airlines, transfers) are not covered in this price and must be covered by the attendee in the event that they are necessary.

How to book

To book your seat, contact Deniah Mthembu on:
deniah@happysandpit.com.

