



[Workshop & Training Overview](#)

Looking for interactive and engaging learning experiences that leave people feeling energized, connected, and empowered to take immediate action?

We can help!

Whether you serve on a leadership team or association or are a human resources leader responsible for employee engagement or program planning, we can empower you with the tools and resources to create thriving and sustainable cultures. We'll leave your people feeling uplifted, inspired, equipped, hopeful, and connected.

An important element to note is we collaborate with our clients to get to know you and your audience as we co-create customized learning experiences - in-person and virtually - that not only deliver evidence-based insights but actionable takeaways your people can put in place immediately.

As an experienced and trained workshop facilitator and culture strategist, Zech Dahms speaks to organizations, associations, and their leaders reaching a range of industries.

The topics listed below are for organizations and leadership teams. We suggest scheduling a time to talk through your goals as we typically combine these workshops in a strategic way to achieve your desired outcomes.

Our Flagship Culture Design Workshops:

Leadership Alignment Workshop

High-performing teams and organizations are built on collaboration and alignment, and it starts at the top.

A key step to ensure your organization's path to greatness is to align management to the future, the purpose of the changes, how the change will occur, the barriers for change, and their respective roles.

Purpose & Manifesto Development Workshop

Who are we, why do we care, and what is our commitment to our stakeholders?

This is an excellent way to improve collaboration and empower employees to create the future together. Here we design your purpose, vision, guiding values and as a result, your people will have a greater passion and pride for the brand.

Narrative Building & Storytelling Workshop

Messaging needs to inspire, set expectations, and explain the purpose for change.

Having effective storytelling and communications demonstrates that your culture is a priority for your organization as well as supports your delivery of a consistent brand experience to all your diverse stakeholders

Strategic Direction & Culture Alignment Workshop

Think of it this way. Strategy is forward-oriented. It's today's game plan for tomorrow. Culture, on the other hand, reflects how you do things today.

This session is to shape your culture such that it aligns with, and powers your plans for tomorrow. We can also introduce a new approach to strategy and culture that can open limitless opportunities for your organization.

Stakeholder Experience Workshop

Here we dig into your employee and customer experience and map out the value creation process for the identified stakeholder group.

We use journey mapping to identify the acupuncture points and the moments that matter within a stakeholder's experience with you. These are the key touchpoints that stakeholders have with you and help determine the experience and value created when working with you.

This workshop allows us to design and review these touchpoints, and talk through the Value Creation Process for the identified stakeholder group.

Performance Enablement Workshop

Here we want to flip the script on traditional performance management practices and evolve your organization's culture into one that enables performance.

Done correctly, this can help with recruiting and retaining the best and brightest, enable people to be productive and happy in their work, and create alignment with your culture and strategy - creating a large competitive advantage.

Behavior Change Co-Creation Workshop

To bridge the gap into the future, we must develop habits and behaviors that reflect the future. To build these habits, we will look at four main facets that make up our daily experiences in life and the powers that reinforce our behaviors.

As an option, we have an assessment that can highlight the areas in which your culture stops change in its tracks, providing focus areas for improvement when creating a change-resilient company culture.

Developing Rhythms, Rituals, and Routines

By establishing shared rules for how we interact, rituals can provide our organization a way to work in harmony that unlocks consistent performance.

Think of this as having a consistent heartbeat that unlocks a high-performing flow state throughout your organization.

Your Culture Strategist

Zech Dahms

Co-Founder & Culture Strategist

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The goal of our sessions is to be an extension of your leadership team and organization, designed to help you achieve your financial, strategic, organizational, and social goals by creating a sustainable and thriving culture.

Zech's passion for culture and its use as a powerful tool comes from his own personal purpose to bring, align and harmonize people together to drive greater collective impact. Zech is a visionary thinker with an MBA in organizational design and continues to study culture, organizational effectiveness, and design, and social systems change through his MBA, certifications from Bersin Academy, u.lab: Leading From the Emerging Future, and BRATLAB - behavioral research applied technology laboratory.

Zech has 8+ years of strategic planning, organizational operations, project management, team development, and stakeholder engagement experience. His career has been focused on supporting all types of organizations as well as non-profit organizations with strategic planning, operational efficiency, learning and development, and team management.

He is passionate about facing organizational and societal challenges of today and redefining how organizations and communities utilize culture to sustain and grow over the long term. He lives by the values of love, curiosity, and courage.