

MEANINGFUL LEADERSHIP BY DESIGN

Mantra's mission



Better World

We believe in a better world, and a fairer, more inclusive society.



Purpose-driven Leaders

We know that purposedriven leaders can help to shape more impactful strategies so organisations make a greater impact.



Working Environment

We help to create better working environments where people can come together (physically and virtually) to change the world for the better.



How we make it happen: Specialisms

Strategy and Direction



Mission, Belief and Purpose Vision and Dream Workshops



Strategy and planning Change and transformation mapping



Developing your impact strategy Brand and identity



People and Leadership



Leadership and management Development programmes and guidance



Equity diversity and inclusion Governance structures & across business



Resilience and wellbeing, Growth and values



Environment and Structures

Fostering trust Structural design to make it happen



Emotional culture mapping Engagement programmes



Performance management Scaling for success , systems&processes

Emotional culture mapping

We map desired and undesired feelings and the behaviours and rituals that can help or hinder these, working with all members of the team in a psychologically safe environment.

Over the course of a 4-hour workshop or series of workshops (depending on your team size), we map the current and desired emotional culture of your team, squad, department, leadership and organisation.

 Stati Invariations: Juri 1
 Individually pick five black cards that you need to feel to be successful.

 2. Write each card you choose on a separate Post It note or piece of paper.

 3. Rank your cards from 1-5 (Most important to fifth most important).

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Format

Emotional culture mapping can be run online or in-company. It is recommended to run with approximately 12 people but can be tailored to suit various team sizes and compositions.



Emotional culture mapping

Emotions do not go away, they fester. The emotional culture deck game, created by Riders and Elephants, New Zealand, embraces the power of emotions to creating human workplaces, proven to contribute to more effective, safer, trusting environments.

Trusted by organisations globally to drive bottom-up change, including:



Nudge vulnerability, build empathy, create connections and foster trust within any team, bottom up and at leadership levels throughout organisations.

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Be consciously aware of your own mood. If it's not one that will be useful to your team, change it

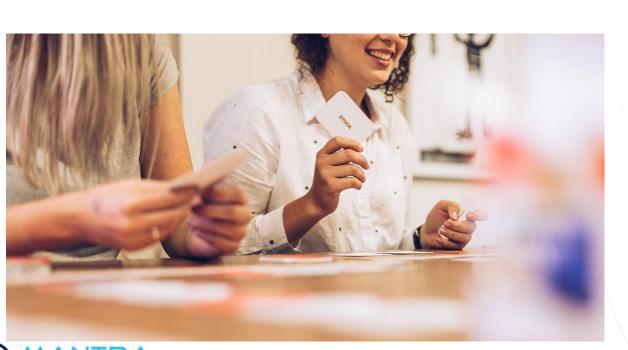
Managers tend to view emotions as something "soft" that can't really be measured... "Companies that build the optimum ratio of cognitive and emotional culture for their employees, can succeed in generating the best worker performance with the lowest turnover."

Sigal Barsade



Emotional culture mapping

Evidence shows that the emotional culture of an organisation influences employee satisfaction, burnout, absenteeism, teamwork and team performance, and ultimately financial performance. Within your business, The Emotional Culture Deck is a powerful and proven tool for coaches, consultants and leaders looking to run emotional culture crafting workshops that will engage even the most cynical participants.



Melissa Cantell – COO, IAG "I had some very experienced people telling me that this was the most meaningful leadership conversation they've ever had in their career." Testimonial based on Riders and Elephants delivered ECD programme.

Lisa-Nicole Dunne is a certified Elephant Rider and Suzanne Mulholland is currently completing Master Class training in the technique. Mantra have conducted emotional culture mapping with several clients including Grow Mental Health, and Ecocem.

Mapping your emotional culture Methodology

- Define: Planning and customising meetings
- Discovery: Desktop research and immersion
- Dream: Goal setting with team leadership/champion
- Design: Programme (considering number of workshops and teams involved etc)
- Deliver: To include above plus 1 x 4 hour workshop per team plus Emotional Culture Canvas/ Map





 Sett awareness: Part 2

 1. Individually pick five white cards you don't want to feel (but might from time-to-time).

 2. Write each card you choose on a separate Post-It note or piece of paper.

 3. Rank your cards from 1-5 (Most important to fifth most important).



Per team/workshop €2,950

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Thank you



Find out more about our core programmes, workshops, masterclasses or training modules.

