



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 purpose-driven 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.



Self awareness: Part 1

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).

WELCOME	CARE	KIND	FUN-LOVING	RESTLESS	ATTENTIVE	OPTIMISTIC	BRAVE
FREE	LOVE	GRATEFUL	DELIGHTED	CAREFREE	EMPATHETIC	COURAGEOUS	CONFIDENT
APPRECIATED	COMPASSION	HUMBLE	UNCOMFORTABLE	EASYGOING	CURIOUS	REBELLIOUS	HELPFUL
CONNECTED	OPEN-MINDED	NON-JUDGEMENTAL	JOY	LIGHTHEARTED	PLAYFUL	THOUGHTFUL	EQUAL
ENERGISED	PROUD	INSPIRED	DARING	SPONTANEOUS	SUPPORTED	AT EASE	ENCOURAGED
UNDERSTANDING	OPEN	INVOLVED	SECURE	UNIQUE			

Self 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).

CONTROLLED	IMPATIENT	CLOSED	EMBARRASSED	ALONE	UNCARING	DEFENSIVE	UNWELCOME
JUDGED	REBELLIOUS	DISHEARTENED	UNCERTAIN	INCAPABLE	OVERWHELMED	INSECURE	INTIMIDATED
AFRAID	INSULTED	ALIENATED	BLOCKED	UNCOMFORTABLE	INFERIOR	RESTLESS	INTOLERANT
CONFUSED	REACTIVE	DIMINISHED	STUCK	HESITANT	PARALYSED	ANXIOUS	GUARDED
NEGLECT	POWERLESS	DOUBT	DISCONNECTED				

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.



riders&elephants

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

Sigal Barsade

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



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Per team/workshop
€2,950

Thank you



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