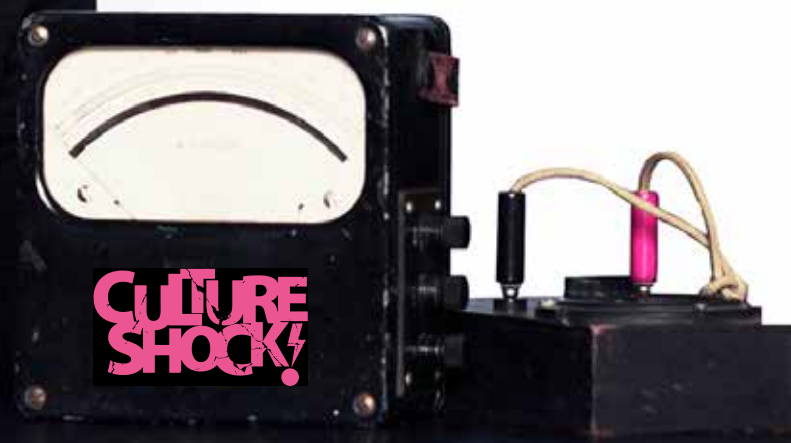


**Re-culture
your school
into high
performance**

**Amazing
things happen
when your
culture is
positively
charged**





Want a better plant? Use better soil.

Want better results? Create the right culture.

You might think culture is invisible but you know it when you see it. Walk into a school and you know instantly whether you like being there. Students and staff feel the same way. In fact, organisational culture is so important, Michael Fullan argues it should be prioritised before anything else in a school. But if it's so obvious, why don't more schools focus on culture?

The problem is, schools often focus their efforts on attendance, grades, technology or teacher training — but these are just symptoms. Unless your school is willing to work on its organisational culture, no amount spent on training or technology will provide value to your school. It's a bit like buying an expensive plant and potting it in the wrong soil. It may survive, but it sure won't thrive.

The good news? We can help.

In the corporate world, leaders are expertly trained to crack the complexities of organisational change and workplace culture. But school leaders are rarely given access to the same expertise. Until now. Culture Shock brings you the best of both worlds, teaming up seasoned educators with change management experts from the world of business. We've spent three years analysing the best and worst efforts of successful companies — tools, metrics, research, practice, you name it! — all to create a simple yet powerful way to revolutionise your school.

Make a healthy choice

Choose the level of support you need or let us build you a bespoke program.

1 Bandage— CAT Scan with simple report

For our starter option, we will explain the CAT scan and how to use it and you'll receive a link to share with your staff to complete the surveys. We process your data and give you a simple report, which you can use to create an action plan.

2 Pain Relief— CAT Scan with detailed report

In this option, we'll familiarise you with the CAT scan and how to communicate the value to your school. You will receive a link to share with your staff to complete the surveys. We process your data and compose a comprehensive report, including analysis. You can then use this to create an action plan to target any gaps.

3 Health Coach — Facilitated Culture Appraisal program

Our specialists will host a two-hour kick-off, engaging your staff and communicating the program to your school community. We manage the CAT scan process for you, collecting and interpreting your data. We prepare a comprehensive report with analysis, which we explore with you in detail during a special debrief session and help you create an action plan.

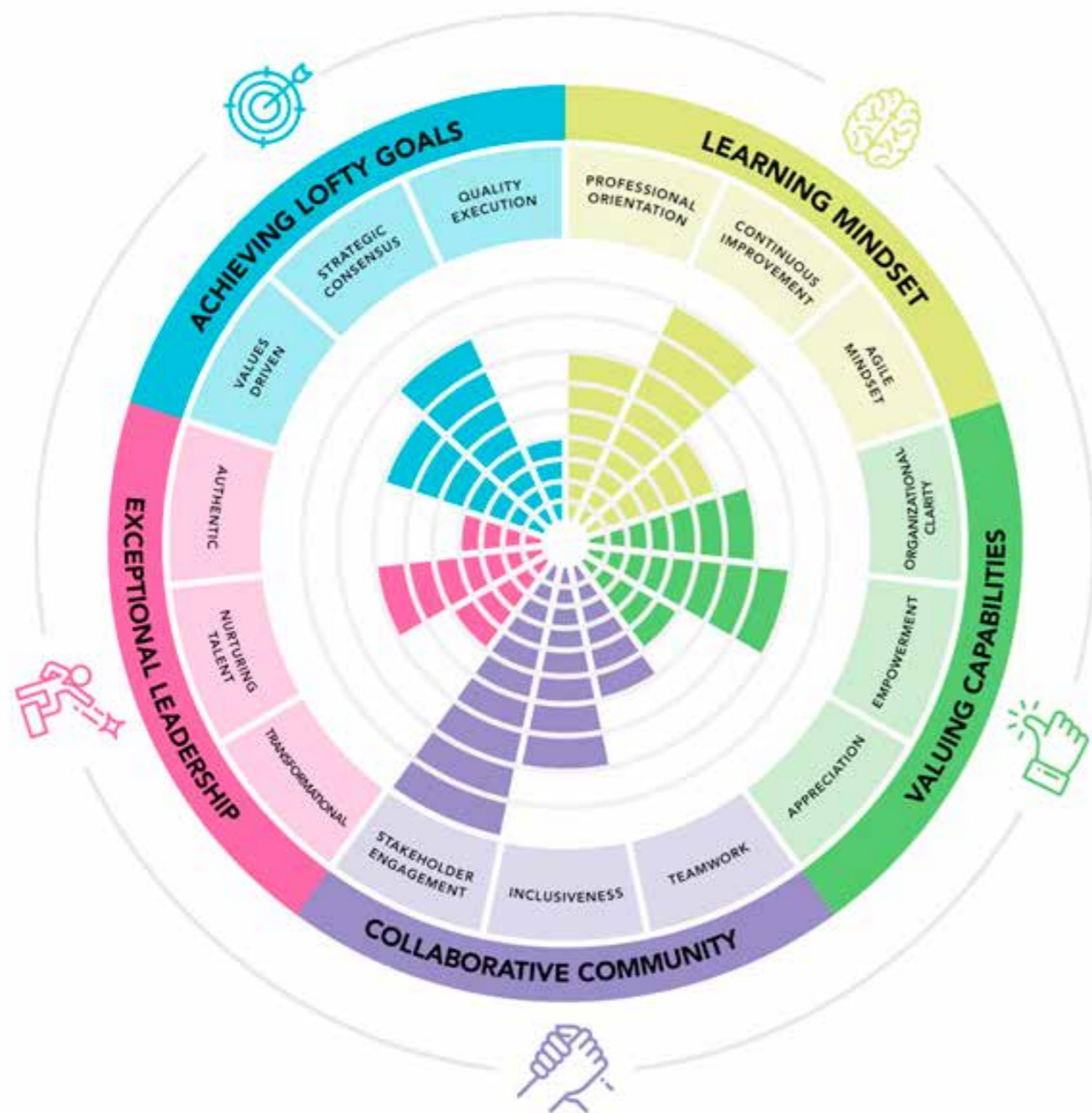
4 Defibrillator — Intensive 12-month program

This program starts with a fun workshop where our specialists run engagement activities. We then manage the CAT scan process for you including detailed interpretation of your data which we explore during a debrief session. We also facilitate the creation of an action plan which includes four targeted workshops.

5 Specialist consultation

Alternatively, we'll work with you to design something unique. We can manage your CAT scan and implement any combination of our interventions, leadership appraisals, workshops, coaching, follow-up assessments, and whatever it takes!





Shockingly simple.

We don't hide behind jargon or bamboozle with buzzwords. Culture Shock is a warm and supportive team who will work with you to diagnose your school's culture and improve it, in three simple stages..

Analyse.

It all starts with the Culture Appraisal Tool — or what we like to call the CAT* scan. This is a deceptively simple method that surveys your leadership and your staff to assess how your culture stacks up across five pillars of effectiveness. The 5 pillars were identified as crucial to success through extensive educational research and decades of collective experience.

Re-culture.

Once you've been CAT scanned, you can build your own action plan. But if you'd like more help, we can help you design and carry out interventions. (Re-culturing.) This may include change management planning, leadership assessment, workshops, coaching, or tailored professional development programs, depending on your CAT scan results and what you feel is appropriate in your school.

Reinforce.

Now that you've begun implementing changes, it's time to measure progress and results. We will work with you to analyse what's worked and what hasn't, so you can remedy difficulties and reward successes.

**Here is an example CAT scan. The effectiveness of this school's culture is represented on a scale of one to ten — the closer each element is to the outer edge, the better their culture. We make the complexity of your culture visible, so we can identify the best opportunities for change.*

The Culture Shock difference.

Simple	Unique	Practical	Empowering	Renowned
Our visual representation makes the complex simple. We make it easy to see what is normally hidden, aiming to give you an 'aha!' moment where the solution is obvious..	While other organisations chase their tails, we've developed a unique approach that can resolve poor organisational culture where it starts.	Talk is cheap. Action speaks louder. We use hard data to show you things you didn't know about your culture, so we identify opportunities for lasting change	We empower you with clear information, useful tools and bespoke advice grounded in deep experience. We also offer professional development and coaching.	We're renowned educators and culture experts working to transform education. We bring the best tools from corporates to create high performing schools.



Ready to super-charge your culture?

Improve the entire atmosphere of your school with our simple, powerful interventions. Our unique tools and techniques are helping schools improve student outcomes, boost staff satisfaction and make day-to-day life just that little bit happier for everyone.

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**CULTURE
SHOCK!**