

The culture we choose and nurture at LightLives:

Culture eats strategy for breakfast

Peter Drucker

*"I firmly believe that any organization, in order to survive and achieve success, **must have a sound set of beliefs** on which it premises all its policies and actions. Next, I believe that the most important single factor in corporate success is **faithful adherence to those beliefs**. And finally, I believe that if an organisation is to meet the challenges of a changing world, it **must be prepared to change everything about itself... except those beliefs...**"*

Tom Watson Jr– IBM Chairman and son of its Founder

*"Organizational culture comes about in one of two ways. It's either **decisively defined, nurtured and protected** from the inception of the organization; or -more typically- it comes about haphazardly as a collective sum of the beliefs, experiences and behaviours of those on the team. Either way you will have a culture. For better or worse."*

Brent Gleeson, leadership coach and Navy SEAL combat veteran

Our driving beliefs. We believe...

1. ...most of the big and important problems in the world and squandered opportunities often exist because there's a lack of value driven leadership.
2. ... that if we want to change the world, the best way is to create more value-driven leaders.
3. ... these leaders are best formed when human beings are starting off - as children and young adults.
4. ... that leadership is a combination of competence, character and the right convictions.
5. ... leadership development is not a 'magic pill' but a continuous and disciplined journey best done through carefully chosen life-principles and deliberately crafted habits.
6. ... we can achieve this mission with a team of self-driven and committed people who facilitate with passion and preparation and role model the skills and values we teach.

Our CORE

C- the **Child and Young adult at the centre**. Their interests, needs and wants must drive our offerings and the way we work.

O – **Ownership**. We approach our work with an ownership mindset.

R - **Radical Change**. We don't want to just improve things we want to radically change the communities we live in and the world.

E – **Excellence for itself**. We are a team that pursues excellence because of a personal code. We are driven from the inside to deliver outstanding work.

We express our culture and live it every day through GRACES

	WoW – Ways of Working	WoT – Ways of Teaming
G	Growth mindset vs the status quo	Greater Good
R	Results, not just effort	Respect and Openness
A	Accountability vs ambiguity	Achieve Together not just as individuals
C	Commitment vs convenience	Communicate with honesty, with empathy
E	Execution vs just debate	Engage, Energise and Elevate
S	Stretch vs just our comfort zone	Serve, to lead