



Disrupt Yourself Before The Market Disrupts You

Allen Phibbs
Independent Executive Member
Maxwell Leadership | Chesterfield, VA
804-401-3152 | Allen@AllenPhibbs.com



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Learning Objectives

Upon completion of this workshop, you will be able to:

- 1) Understand the importance of being an agent of change and how to be one.
- 2) Identify a plan for change and engaging the team, preempting and overcoming resistance.
- 3) Define best practices for change and leader communication.

You may add images and/or charts. Do not change the margin settings.

Being an Agent of Change

- Can't Because versus Can Be Cause
- Know the Disrupter Statistics
- The Leadership Gap

Plan for change and engaging the team, preempting and overcoming resistance

- See It
- Plan It
- Sell It
- Do It
- Review It

Best Practices for Change

- 10 Culture Attributes
- Measure Progress

The Cost of Culture



\$223B

Lost Revenue

Lost by U.S. organizations over 5 years due to culture-related turnover according to SHRM research

\$550B

Annual Cost

Disengaged employees cost companies this every year per Gallup studies

1 in 5

Toxic Departures

Employees leave because of toxic culture—more than salary or workload issues according to MIT Sloan

70%

Initiative Failure

Of culture initiatives fail because they lack clarity and accountability measures

The Scorecard Solution

The **Culture Impact Scorecard** is a revolutionary, living dashboard that transforms how organizations understand and improve their workplace culture:

DIAGNOSE

Culture across 10 proven attributes of organizational health

TRACK

Progress in real time with clear, color-coded metrics

GUIDE

Leaders to make targeted adjustments for lasting positive change

Exclusive Diagnostic

The only scorecard built to measure *and sustain* culture health

Living Dashboard

Transforms culture measurement from one-time data to ongoing clarity

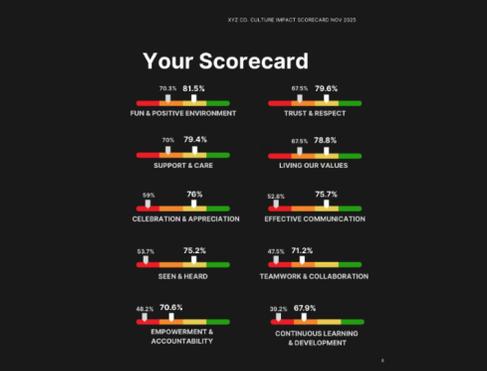
The Impact

Leaders Gain Clarity

Transform uncertainty into actionable insights for strategic decision-making

Organizations Thrive

Develop cultures people never want to leave, attracting top talent



XYZ CO. CULTURE IMPACT SCORECARD MAY 2025

Communication

EFFECTIVE COMMUNICATION 97.8%

Culture Element	Score
Information communicated clearly and effectively throughout the organization	98.8
Values and goals communicated through organizational events, rituals, and goals	80
Team members recognize the vision and address priority	98.8
Team members address conflict directly, professionally and productively	98.8
Expectations and goals are communicated clearly by my leaders	98.8

Feedback Summary: Effective Communication

- Lack of Clarity from Leadership:** Several team members expressed frustration that supervisors do not clearly communicate main objectives, leading to confusion and inefficiencies.
- Inconsistent Instructions:** A major team issue was identified—when leading give instructions and later change them without acknowledgment. This inconsistency is disrupting morale, slowing down, and causing employees to second-guess their decisions.
- Poor Process Communication:** Operational instructions (e.g., item delivery and rejection sheets) are unclear or frequently changed without notice. This creates confusion in logistics and fulfillment, leading to repeat errors.
- Internal Team Communication is Strong:** Results for internal communication being clear to your communication across teams appears to be effective. Team members describe it as "clear and practical," allowing for comfort and collaboration in day-to-day work.