

The Culture Change Blueprint

**STRENGTH-BASED EMPOWERMENT.
ONE MICRO-SKILL AT A TIME.**

Helping organizations build leaders
people actually want to follow.



Leadership Development That Actually Changes Workplace Culture

Leadership development often focuses on policies, compliance, or management techniques.

The Culture Change Blueprint focuses on people.

We help organizations build trust, strengthen communication, and develop leaders who know how to coach, rather than command.



Why organizations choose this program



We start with the human, not the problem.

We help people understand the context so they stop blaming and start building.



We build capacity one layer at a time.

No massive overhauls. No overwhelming change initiatives. We teach micro-skills that create small shifts with big impact.



We humanize, not mechanize.

Young workers need to be seen. Supervisors need real coaching skills. We teach both sides how to connect across the generational divide.



We make it stick.

This isn't a workshop that everyone forgets by Tuesday. We embed practices into your daily rhythm and support your leaders as they apply what they learn.

What Participants Learn

The culture Change Blueprint builds the skills, mindsets, and relationships that create lasting workplace culture change.



Flourishing as a Leader

We cannot give what we do not have. Learning to flourish as a leader is key to creating a flourishing workplace culture.



Neuroscience of Change

Our brains are wired to protect. Understanding how the brain navigates change is key to working with our biology when leading change.



Psychological Safety & Trust Building

Change starts with trust. Learn how psychological safety helps people contribute, collaborate, and grow together.



Factors that Affect Communication

Greater self-awareness and empathy strengthen communication and workplace relationships.



The C.LEAR Model for Tough Conversations

Navigating conversations from a people-first rather than a task-first approach is counterintuitive but vital for a healthy workplace culture.



Giving & Receiving Feedback

Effective feedback is a two-way conversation. Learn to give, receive, and invite feedback that strengthens relationships and performance.

The Learning Journey

A step-by-step experience that builds skills, shifts mindsets, and creates lasting change.



START

1 Flourishing as a Leader

Develop the self-awareness, confidence, and capacity to lead with clarity and purpose.

2 Neuroscience of Change

Understand how our brains respond to change and how to lead through it effectively.

3 Trust Building

Build the foundation of strong relationships through trust, respect, and psychological safety.

4 Communication

Strengthen how we connect, listen, and communicate across differences.

5 Feedback

Learn to give, receive, and invite feedback that drives growth and builds trust.

6 Commitment Mapping

Clarify priorities and turn learning into practical actions that create real progress.



Each step builds on the last, creating a ripple effect that strengthens leaders and transforms workplace culture.

7 Co-Development

Learn alongside others, share experiences, and grow together as a community.

8 Culture Champion

Apply your learning to champion a healthy, thriving culture in your organization.

9 Graduation & Next Steps

Celebrate your growth and take the next steps in your leadership journey.



Outcomes

The Culture Change Blueprint creates meaningful change at every level, empowering people, strengthening leaders, and transforming organizations.



Apprentices



Feel valued



Speak up



Build resilience



Supervisors



Coach instead
of criticize



Stronger
emotional
intelligence



Better
communication



Organizations



Improved
retention



Stronger
workplace
culture



Future-ready
leaders

When people grow, teams thrive.
When teams thrive, organizations flourish.

Culture doesn't change because people attend training.



It changes because people begin interacting differently every single day.



Is the Culture Change Blueprint right for your organization?

Ideal for:

- Skilled trades
- Manufacturing
- Apprenticeship programs
- Multi-generational workplaces
- Organizations experiencing turnover
- Teams preparing future leaders

Let's Build a Stronger Culture Together.

Every organization has a culture. The question is, does it support the future you're trying to build?

Let's start the conversation.



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