

Rituals Quick-Start

Strengthen your organization's culture synapses by identifying which relationship-building rituals already exist and which need to be created.

**HOW WILL
EMPLOYEES
BUILD AND
STRENGTHEN
RELATIONSHIPS?**

Identify and Improve Existing Rituals

Rituals are key for high-growth organizations, but every company should put energy into helping employees build and strengthen relationships. This exercise will help you identify what rituals already exist, and create new ones.

Recruit two or three well-liked, but non-leadership employees to help. Bring them together to help you identify any rituals that already exist at your organization. The rituals can be of any size, from companywide to a small department get-together. Discuss which rituals work and what can be improved.

For any quadrant that doesn't have a ritual, use the examples in the chapter to inspire you to imagine new ones for your organization. What are other companies doing that, if adapted to your company, might work? Don't forget to test each idea against the Ritual Checklist questions to determine if it can be improved.

WHY YOU'RE DOING THIS

To help leaders understand the importance of rituals, and how to design them, particularly during times of growth.

HOW YOU'LL DO IT

A small-group working session.

WHO SHOULD PARTICIPATE

2 to 3 well-liked employees.

WHERE IT SHOULD HAPPEN

Anywhere with lots of wall space and room to work.

WHAT YOU'LL NEED

A few examples of rituals, pens and markers, a collaborative space like a whiteboard, a few standard-sized Post-it pads, and a set of worksheets for each participant including a blank rituals matrix.

HOW LONG YOU'LL NEED

2 hours.

Download this exercise to work on with your team at greatmondays.com

INSTRUCTIONS

1. With your two or three design confidants, walk through the rituals matrix a quadrant at a time and discuss if the organization, or any team within the company, performs rituals in that category. On the worksheet that follows, write down each ritual in the appropriate space provided.
Time: 30 minutes
2. For each listed, talk about what works and what could be improved.
Time: 20 minutes
3. For each quadrant invent one new ritual. Consider what you might need to create it. Who would need to be involved and what resources would it require? Write those answers down.
Time: 30 minutes
4. On the third worksheet, evaluate each existing and new ritual against the quadrant's Rituals Checklist. Make a note of the number of "no" answers and any actions you might need to turn a "no" into a "yes."
Time: 20 minutes
5. Using the questions decide which rituals will be most effective. Write those on a new sheet. These are the rituals you should further support or start implementing immediately.
Time: 20 minutes

WHAT RITUALS DOES YOUR COMPANY ALREADY HAVE?

<p>QUADRANT</p> <p>1</p>	<p>existing rituals</p> <hr/> <hr/>	<p>what works / what doesn't</p> <hr/> <hr/>
<p>explicit big group</p>	<div data-bbox="307 638 1049 933" style="border: 1px solid black; padding: 10px;"> <p>Write a new ritual for quadrant 1.</p> </div>	

<p>QUADRANT</p> <p>2</p>	<p>existing rituals</p> <hr/> <hr/>	<p>what works / what doesn't</p> <hr/> <hr/>
<p>emergent big group</p>	<div data-bbox="307 1298 1049 1593" style="border: 1px solid black; padding: 10px;"> <p>Write a new ritual for quadrant 2.</p> </div>	

WHAT RITUALS DOES YOUR COMPANY ALREADY HAVE?

<p>QUADRANT</p> <p>3</p> <p>emergent small group</p>	<p>existing rituals</p> <p>_____</p> <p>_____</p> <p>_____</p>	<p>what works / what doesn't</p> <p>_____</p> <p>_____</p> <p>_____</p>
<p>Write a new ritual for quadrant 3.</p>		

<p>QUADRANT</p> <p>4</p> <p>explicit small group</p>	<p>existing rituals</p> <p>_____</p> <p>_____</p> <p>_____</p>	<p>what works / what doesn't</p> <p>_____</p> <p>_____</p> <p>_____</p>
<p>Write a new ritual for quadrant 4.</p>		

HOW DOES EACH RITUAL ANSWER IT'S KEY QUESTIONS?

QUADRANT 1	explicit big group
Ritual:	
Does it facilitate new connections?	
Is it consistent?	
Is it budgeted for?	
Is it inclusive?	

QUADRANT 2	emergent big group
Ritual:	
Is it understood?	
Is it supported?	
Is it a priority?	

QUADRANT 4	explicit small group
Ritual:	
Who is a suitable leader?	
Where is the opportunity	
What support does it need?	
Is it inclusive?	

QUADRANT 3	emergent small group
Ritual:	
Does it already exist?	
Can you help?	
Is it scalable?	
Is it inclusive?	