

**Conflict defines culture.** Nothing reveals your real culture faster than conflict. This workshop shows you how to read what your conflicts are telling you, close the gap between stated and actual values, and realign your team before one bad dynamic rewrites everything you've built.

### Outcomes

- ✓ **Define a culture statement that reflects actual values** – not aspirational ones
- ✓ **Diagnose the gap** between the culture you state and the one conflict reveals
- ✓ **Identify the behaviors and patterns** that reinforce, erode, or hijack culture under pressure
- ✓ **Recognize when culture has drifted** and apply a framework to realign it
- ✓ **Build accountability practices** that close the gap between stated values and daily behavior

### Tools



Culture Current Playbook



Culture Current Personal Assessment

*Conflict doesn't create your culture.  
It exposes it."*

### Solves

- **Drift** – The slow, unnoticed slide away from stated values when no one is actively holding the standard
- **Misalignment** – The gap between the culture leadership believes exists and the one the team is actually living
- **Toxicity** – Behaviors, patterns, and dynamics that quietly erode trust, safety, and collective performance
- **Culture Hijacking** – When one person, clique, or crisis pulls the team away from its values and rewrites the norm

### Improves

- **Alignment** – Shared understanding of what the culture actually requires – in behavior, not just belief
- **Accountability** – The collective willingness to name and correct when the standard slips
- **Cohesion** – The connective tissue that holds a team together when conflict, pressure, or change tests it
- **Culture Consistency** – The ability to live the stated values not just in good times, but when it costs something

### Length



### Clinic Format



**Classroom**



**Virtual**

### Audience

- Coaches
- Sports Administrators
- Sports Executives
- Leaders
- Officials
- Business Leaders

