

## The Outline

### Preparation

To allow the mentee to discover the principles for “Creating Culture”. There are actions to take and systems to put in place that can establish culture for an organization, team or environment.

### Experience It

Set a goal for the goal setting experience: “Make the uncommon, common.”

Here are some suggestions for the experience you can take your mentee on. Remember the key is do it *with* them.

Mentoring Directors:	Choose a training event that is important for setting culture in the nation.
Mentoring Team Leaders:	Spend a day with the team focussing on details which produce culture.
Mentoring Team Members:	Spend a day with the team focussing on details which produce culture.
Mentoring Students:	Take a student with you through running a youth event & its execution.

The mentee should write down things that they saw you do, and things they did which affected culture during your time with them.

### Question it

Progress through “Question it” continuing to use the specific questions and activities listed in the Flow pack.

### Understand it

Use the teaching provided to unpack the principles associated with creating culture.

### Multiply it

Progress through ‘Multiply It’ continuing to use the specific questions and activities listed in the Flow pack.

## 2 - The Teaching

### Teaching Notes

Use these notes in the 'Understand It' section, to re-teach the mentee what they have learned through the experience, and fill in gaps in their understanding.

### Principles of Creating Culture

#### Creating a unique culture means you should make what is uncommon, common.

- Read Leviticus 26:46 with the disciple.
- The law is something that did not exist.
- God created a unique culture through the giving of the law.

#### Need common purpose

- If people do not have the same purpose they will pull in different directions.
- Different purposes create different cultures.

#### Common apparatus

- People need tools to create culture. On Pais we have a rubric, Flow templates, BYL outlines etc. All of these are used to promote the culture of our three distinctives.
- Apple has its stores to create culture, Google uses its Google Drive to create collaboration etc.

#### Common Spotlight

- Shine a light on the things you want to promote.
- People will begin to emulate what they see as successful.
- A good spotlight acts as a recasting of vision.
- If you highlight something mediocre they will produce things mediocre, if you highlight things with an alternative purpose they will begin to fulfill an alternative purpose.

#### Common language.

- Find uncommon language that you can make common and define.
- Use distinctive phrases like "beyond curriculum to culture" and words like "Haverim."
- A sense of separation is needed from the world you are seeking to influence.
- A common language should intrigue people who don't have it, to ask, "What does it mean?"

#### Common Traditions.

- Traditions are events that highlight something important to a culture.
- Traditions can bring people together for a common purpose.
- Traditions can help people discover the reason why something is important.