

The Washington Economic Development Group and The Robert D. and Billie Ray Center

Culture and Climate: The keys to thriving organization



How would you describe the culture of your company? Do you see communication and collaboration among employees? What about innovative problem solving and proactive stress management?



The Robert D. and
Billie Ray Center

These abilities are essential to develop and keep employees who strive for excellence and create a positive workplace culture.

Every business strives for optimal performance and needs leaders to help drive that performance. But, many workplaces struggle to provide opportunities for their leaders to learn and develop skills specifically targeted at enhancing the performance of their team.

WEDG is providing an opportunity for your managers, supervisors, and leaders to learn to learn research-based strategies on how to coach/lead to achieve optimal performance and to how to manage their stress. Participants will learn research-based strategies they can use immediately to develop the character skills and culture needed for employees to perform at their best.

Upcoming Professional Development Workshops

November 2, 2022

2 p.m. Coaching and Leading Core Values

3 p.m. Stress Management

Washington High School
1111 S B Ave, Washington, IA 52353.

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Success Stories

At **Hy-Vee, Inc.**, a retail grocery operation with more than 85,000 employees and 240 retail stores in eight Midwestern states, customized trainings featuring Excellence with Integrity Tools were delivered as part of their leadership development program and internal university. The Workplace Culture Assessment (WCA) has been utilized by all store directors to evaluate excellence and ethics in their culture and to guide data-driven planning for continuous improvement.

Elite Casino Resorts consists of three properties in the state of Iowa, all under the same management umbrella. To develop a consistent culture of excellence in all properties, Elite Casinos utilized a WCA to identify areas of weakness, and engaged The Ray Center to deliver professional development to their managers and supervisors, targeting the areas in need of improvement. Managers and supervisors received training on leadership, communication, conflict resolution, and stress management. The WCA is used throughout the engagement to measure growth and improvement in the organization.

MidAmerican Energy Company engaged The Ray Center to design a training to help their company change from a company-centric to customer-first mindset. Approximately 330 leaders at MidAmerican Energy received research-based tools and strategies to help them lead this transition with their staff over the course of a one-and-a-half-day customized training. Each leader left the session with a plan for leading a customer-first mindset in his or her department.

Prairie Meadows, an award-winning non-profit entertainment venue with over 1,400 employees, used the WCA process to guide their organizational training efforts. This multi-year initiative started with assessment of over 300 managers. WCA results guided the development of customized training focused on communication, collaboration and teamwork for delivery to over 1,400 employees. Today The Ray Center helps facilitate Prairie Meadows University, a professional-development series designed to train future leaders of the company.



For more than five years, the **Principal Financial Group**, an international insurance and financial services organization, has utilized Excellence with Integrity Tools to provide required ethics and compliance professional development and continuing education to the certified public accountants and the finance business unit. Areas of focus included creativity and innovation, communication and collaboration, and stress reduction and well-being.

The **Greater Des Moines Partnership**, a major Midwest partnership of economic and community development organizations, utilized Excellence with Integrity services for the creation of the Central Iowa Human Capital Survey. The survey was designed to assess embeddedness of local talent in the community and in the workplace. The survey was deployed to over 4,700 businesses and their employees. The data analysis and reporting delivered to the Partnership by Excellence with Integrity will provide direction to community leaders on additional efforts needed to improve the quality of life in Central Iowa.

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