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**Crafting Culture - Practical Steps to  
Building a Culture of Excellence in Your  
Program**

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# **CRAFTING CULTURE**

**Practical Steps to Building a Culture of Excellence in Your Program**

**Steve Andre - Bryan Christian - David Vandewalker**

# What is a Culture of Excellence??

- What drives your culture?
- Does it really matter?
- How do I change the culture?
- Where do I begin?
- How long will it take for the culture to change?

# 5 Basic Tenets

- Connection
- Communication
- Competence
- Motivation
- Teaching / Feedback

# Connection

- Build Relationships
- Peer Mentorship
- You can't force connection
- Connection through music
- 5 Levels of Listening
- Activities

# Communication

- The importance of tone
- Keep everyone informed – including administration
- Forms of communication
- Transparency
- Grammatically correct
- Documentation

# Competence

- Professional Growth
- You are the role model
- Preparation
- Pedagogy
- You can't give away what you don't have

# Teaching and Feedback

- Focus on Fundamentals
- The Importance of Routine
- Scaffolding
- Clear & Concise
- Working with student leaders
- The Value of Guided Questioning
- Often the missing piece to improving culture



# Motivation

- Intrinsic vs. Extrinsic
- Drive
- Self-Discipline
- Competition – Blessing or Curse?
- Motivating the unmotivated
- Student Voice & Choice
- Activities

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