

## **Co-creating a culture where the majority of people are happy being magnificent**

Hi I'm Ian Berry

I've been inside, in an up close and personal way, and all over the world, of 300 organisations in the past 32 years. Most employed more than 100 yet less than 1000 people.

Pre intervention and broadly speaking, I've met three kinds of people in terms of disposition - the happy being miserable, the happy being mediocre, and the happy being magnificent.

Consistently there have been (before transformation) low numbers of happy being miserable and happy being magnificent with the vast majority happy being mediocre.



## **Of the many and varied ways to move people from happy being miserable and happy being mediocre to happy being magnificent, three stand out.**

1. Transform all meetings, including performance reviews, into human being centred conversations (candid, convivial, compassionate, conscious, compelling, civil, calm, continuous, caring).
2. Throw out job descriptions and replace them with Role Clarity Statements paying particular attention to relationships and value exchange and delivery.
3. Shift the culture to human being centred through the above and through mastery of 15 conversations that count <https://www.ianberry.biz/wp-content/uploads/2021/08/The15ConversationsThatCountWiseLeadersPlaybook2.pdf>

**Like some help in adopting these three in your own best way please contact me on +61 418 807 898.**

**We begin with a complimentary conversation. Your investment in us working together is 'pay what you feel is right for you.' [Learn more at my website.](#)**

## Resources to help you

Download the Happy Being Magnificent video playbook <https://www.ianberry.biz/wp-content/uploads/2022/07/HappyBeingMagnificentVideoPlaybookbyIanBerry.pdf>

View the Conversation About Conversations video series I'm doing in collaboration with Allan. You will find links to them at <https://www.ianberry.biz/online-and-in-person-events>

<https://www.ianberry.biz/sustaining-shared-view>

<https://blog.ianberry.biz/2022/04/what-are-your-top-five-skills-that-you.html>

<https://blog.ianberry.biz/2020/07/we-all-win-when-everyone-is-playing.html>

<https://blog.ianberry.biz/2020/10/values-must-be-behaviours.html>

<https://blog.ianberry.biz/2019/07/meetings-that-actually-matter-part.html>

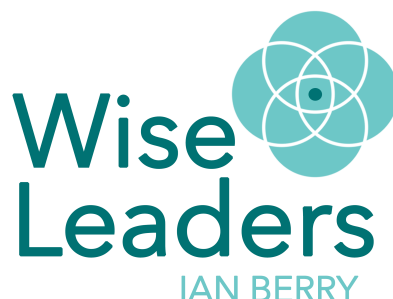
<https://blog.ianberry.biz/2022/01/capturing-possibility-on-page-is-great.html>

**I'm adding resources all the time. Bookmark this page to stay up to date.**

<https://www.ianberry.biz/read-watch-listen>

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This is a teal paper. Teal is one of the colours of my logo above. Teal represents revitalisation, rejuvenation, open communication and clarity of thought.