




# CULTURES OF GROWTH WORKBOOK

## CREATING AND NURTURING YOUR POD

This workbook is designed to help individuals and teams cultivate shared values, articulate a clear vision, and foster collaboration within their pods. Each section includes targeted exercises, questions, and prompts that guide pods through the essential stages of development and growth.

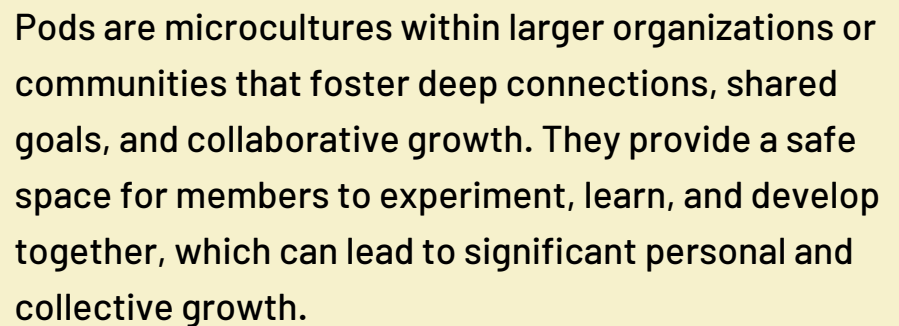




## WHY FORM A POD?



## THE POWER OF PODS:



Pods are microcultures within larger organizations or communities that foster deep connections, shared goals, and collaborative growth. They provide a safe space for members to experiment, learn, and develop together, which can lead to significant personal and collective growth.



## THE BENEFITS OF PODS



### ADAPTABILITY:

Pods are flexible and can evolve as members grow and as goals shift, making them resilient to change and capable of long-term sustainability.



### COLLABORATION AND INNOVATION:

Working in a pod encourages collaboration, which can lead to innovative solutions and more effective problem-solving.



### FOCUSED GROWTH:

Pods allow members to focus on specific goals or challenges, fostering a growth mindset that is essential for continuous development



### SUPPORT AND ACCOUNTABILITY:

Pods create a support system where members hold each other accountable, share feedback, and celebrate successes.

# HOW TO FORM A POD

1

## IDENTIFY YOUR PURPOSE

What is the primary goal of your pod? Is it to solve a specific problem, to innovate, or to provide mutual support and accountability?

### START BY ASKING

WHAT CHALLENGES OR OPPORTUNITIES ARE WE AIMING TO ADDRESS WITH OUR POD?

## SELECT POD MEMBERS

Choose members who share your commitment to the pod's purpose and who bring diverse perspectives and skills.

### START BY ASKING

WHO CAN CONTRIBUTE UNIQUE INSIGHTS OR SKILLS TO OUR POD?  
HOW DO WE ENSURE DIVERSITY IN THOUGHT AND EXPERIENCE?

2

## DEFINE SHARED VALUES

Discuss and agree on the values that will guide your interactions and decisions.

### START BY ASKING

WHAT VALUES ARE NON-NEGOTIABLE FOR OUR POD?  
HOW WILL THESE VALUES SHAPE OUR POD'S CULTURE?

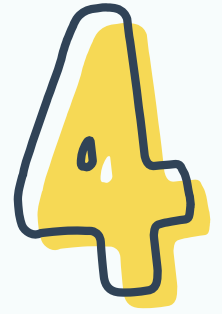
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MORE THIS WAY



## ESTABLISH GROUND RULES

Set expectations for participation, communication, and decision-making.



### START BY ASKING

HOW WILL WE COMMUNICATE OPENLY AND EFFECTIVELY? WHAT ARE OUR COMMITMENTS TO EACH OTHER IN TERMS OF TIME AND EFFORT?



## SET INITIAL GOALS

Use the Vision and Goal Setting section to define your pod's short-term and long-term goals.

### START BY ASKING

WHAT ARE THE FIRST OBJECTIVES WE WANT TO ACHIEVE? HOW DO THESE GOALS ALIGN WITH OUR POD'S PURPOSE AND VALUES?



## SOME QUICK TIPS!

### START SMALL AND GROW

What are the first objectives we want to achieve? How do these goals align with our pod's purpose and values?

### STAY FLEXIBLE

Be open to revisiting and adjusting your pod's structure, goals, and membership as needed.

### CELEBRATE PROGRESS

Regularly acknowledge and celebrate the pod's achievements, both big and small.