



AN EXCLUSIVE INVITATION

EST. HERITAGE ESTATE

ALTA VERANDA
DE TIBIG

Discover Your Culture.

A WORKATION PROGRAM

Have a 1 to 3-day immersive executive workation
at the heritage-rich Alta Veranda de Tibig —
where operational noise gives way to profound clarity.

This is for executives, supervisory teams,
and high-potential candidates of your company.

BY INVITATION ONLY

Beyond the Emotional High.

Traditional retreats and team buildings sell a spark.
We deliver results. Genuine business growth begins
with understanding — not applause.

THE STANDARD RETREAT

A Temporary
Emotional High.

Activities treat symptoms. Leaders return to the exact
same environment, and the spark quickly fades.

THE ALTA VERANDA WORKATION

Lasting Growth
from Understanding.

A deeply meaningful alternative: a guided workation that
drives permanent, root-cause transformation.

THE DELIVERABLE

Crystal-Clear Awareness.

You do not leave with just memories.

You leave with data — a comprehensive synthesis and custom recommendations to begin long-term culture management.

- 01 *Profound clarity on why your organization has the problems you have.*
- 02 *Comprehensive synthesis report to replace temporary emotional lifts.*
- 03 *Tailored recommendations you can actually utilize in the workplace.*
- 04 *A defined starting point for long-term culture management.*

SYNTHESIS REPORT

Discover Your Culture

Prepared for the Executive Office



VOL. I · MMXXV

THE FUNDAMENTAL EQUATION

Skills belong to human beings.



Organizations hire people for their skills.

Those skills belong to human beings — and human beings are deeply affected by the workplace culture they work in.

THE CORRELATION

Culture dictates their output.

That is why discovering yours
should be taken seriously.

—
UNHEALTHY CULTURE

Well-being ↓
Skill application ↓

*When the environment corrodes,
execution corrodes with it.
Talent stays; performance leaves.*

—
HEALTHY CULTURE

People thrive ↑
Skills naturally rise ↑

*Culture is the everyday environment that shapes
how well your team can perform.
Awareness of your culture is the vital first step.*

PART II · THE MODULES

Targeted Awareness Packages.

Thoughtfully guided modules for organizations seeking clarity in specific cultural areas — with focused recommendations tailored to your operations.

THE DISCOVERY MENU

I	Communication	THE SYSTEM OF INTERACTION
II	Community	THE FUNCTIONAL STRUCTURE
III	Customs	THE RULES AND REGULATIONS
IV	Ceremonies	THE WAY OF WORK
V	Cornerstone	THE FOUNDATIONAL BELIEFS
VI	Culture	THE COMPLETE INTEGRATION

PACKAGE I

Discover Your Communication.

The system of interaction within your group.

FOCUS

Broken conversations become broken businesses.

YOU'LL UNDERSTAND WHY YOUR TEAM HAS:

- 01 *Fracutred work relationships.*
 - 02 *Hoarded critical information.*
 - 03 *Frequent execution errors.*
 - 04 *Toxic gossip and rumors.*
 - 05 *Slow crisis response.*
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PACKAGE II

Discover Your Community.

The functional structure
of your group.

FOCUS

Structure determines whether
collaboration is friction or flow.

YOU'LL UNDERSTAND WHY YOUR TEAM HAS:

- 01 *Ambiguous roles and dropped tasks.*
 - 02 *Isolated departmental silos.*
 - 03 *Paralyzed decision-making.*
 - 04 *Unbalanced employee workloads.*
 - 05 *Lack of leadership accountability.*
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PACKAGE III

Discover Your Customs.

The established rules and regulations of your group.

FOCUS

Compliance is only real when it is shared.

YOU'LL UNDERSTAND WHY YOUR TEAM HAS:

- 01 *Widespread non-compliance.*
 - 02 *Perceived favoritism.*
 - 03 *Ineffective disciplinary action.*
 - 04 *Increased operational and legal risks.*
 - 05 *Unpredictable daily operations.*
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PACKAGE IV

Discover Your Ceremonies.

The way of work —
the daily operating cadence.

FOCUS

Every hour of work is a ritual.
Design it deliberately.

YOU'LL UNDERSTAND WHY YOUR TEAM HAS:

- 01 *Inefficient workflows.*
 - 02 *Inconsistent output quality.*
 - 03 *Task-driven burnout.*
 - 04 *Constant missed deadlines.*
 - 05 *Redundant and wasted meetings.*
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PACKAGE V

Discover Your Cornerstone.

The foundational beliefs
of your group.

FOCUS

Belief is the load-bearing wall
of every business.

YOU'LL UNDERSTAND WHY YOUR TEAM HAS:

- 01 *Conflicting team priorities.*
 - 02 *Inconsistent decision-making.*
 - 03 *High turnover from lack of purpose.*
 - 04 *Low employee involvement.*
 - 05 *Loss of company identity.*
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Discover Your Culture.

Culture is the complete, everyday operating environment — the integration of communication, community, customs, ceremonies, and cornerstone.

YOU'LL UNDERSTAND WHY:

- 01** Operational errors and inefficiency destroy the financial bottom line.
- 02** High-performers resign rapidly, leaving behind underperformers.
- 03** Burned-out employees do only the bare minimum to survive.
- 04** The organization loses the ability to execute goals or adapt.
- 04** Internal failures severely damage customer trust and brand reliability.

