FLEA factory
LEADERSHIP & CULTURE

Cultivate

Culture grows in the conditions we create.

How people lead and work together shapes those conditions.

Cultivate gives organisations time and support to slow down, pay attention and become more intentional about the culture they are creating together.

SLOWING DOWN IS PART OF THE WORK

People need room to think, speak honestly and try things.

It can be difficult to notice what is shaping an organisation while everyone is busy doing the work.

Cultivate creates time to listen to different experiences and consider how relationships, routines and decisions support - or work against - the culture you want to build.

A culture should be recognisable in the way people work together - not only in the words an organisation uses.

THE WORK

A process that belongs to your organisation.

I bring my time, experience, questions and ideas. Rather than arriving with a model for you to adopt, I help your people explore how leadership and culture take shape in everyday work.

01

Coaching

One-to-one conversations with people carrying responsibility, giving them time to think clearly and lead with greater intention.

02

Listening

Independent conversations that help us understand how people experience the organisation and notice important shared themes.

03

Shared learning

Facilitated conversations and workshops that help people explore how leadership, responsibility and culture are taking shape together.

04

Practical exploration

Considering how relationships, roles, routines and decisions make it easier - or harder - for people to contribute and lead.

A STEADY RHYTHM

Time to return to the conversation and learn from what happens.

Cultivate usually unfolds over several months.

That gives people room to think, speak honestly, try things and decide what is worth keeping.

We agree the shape and pace together, creating a steady rhythm without placing too much demand on the team.

01

Listen and understand

Hear how leadership and culture are currently experienced.

02

Explore together

Use coaching and shared learning to examine what matters.

03

Put it into words

Develop language that reflects the culture you want to create.

04

Test it in everyday work

Compare those words with people's experience and learn from what happens.

05

Carry it forward

Use the learning to support recruitment, induction, decisions and ongoing reflection.

WHAT WE ARE WORKING TOWARDS

A culture people can recognise in everyday work, put into words and take responsibility for shaping together.

SHARED LANGUAGE

That shared language can guide how you welcome new people, recruit thoughtfully, make decisions and keep asking whether everyday experience reflects what you say matters.

MY ROLE

Alongside, not out in front.

I work alongside your organisation as a coach, facilitator and independent listener.

My role is to coach and equip. I will not arrive with a culture model for you to implement, or leave you with a set of reports and manuals. Your people will make the decisions and carry the work forward.

ABOUT

The person and the idea behind *Flea Factory*.

Richard Sharp

I am the founder of Flea Factory.

For more than 20 years, I have led organisations, built teams and worked alongside people carrying real responsibility.

I know how easy it is to keep moving without making time to think clearly about what you are carrying.

My work is curious, honest and practical. I ask questions, notice patterns and create space for people to find language for what is happening.

I do not arrive with a formula or rush people towards answers. I create the conditions where good thinking and honest conversation can happen.

Flea Factory helps people and organisations slow down, think clearly and become more intentional about how they lead.

The name is inspired by Charles Handy's writing about elephants and fleas - large institutions and the agile, independent people navigating alongside them.

It reflects the need to remain thoughtful, adaptable and human inside organisations of every size.

Different spaces for different moments.

Sometimes you need a morning to step back.
Sometimes you need a continuing conversation.
Sometimes the work needs more time.

Reflection Mornings

A morning to step back.

Four facilitated hours for people who lead to slow down, reflect on what they are carrying and notice what needs their attention.

Coaching Conversations

A continuing space to think clearly.

Regular one-to-one conversations that create room to reflect on what you are carrying, notice what is shifting and consider what comes next.

Cultivate

A process to shape culture together.

Coaching, listening and shared learning that help organisations become more intentional about how people lead and work together.

fleafactory.com.au

Cultivate

Starts with a conversation.

Every organisation is already creating a culture.

If you want to pay closer attention to the conditions shaping yours, let's talk about what Cultivate could look like.

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