

THE CULTURE YOU CREATE

*Guide to Leading
From Within*

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SECTION ONE

Root



Hello!

I'm Miroslava. Leadership partner, former CEO, mother of three, sacred disruptor. I guide leaders and coaches into a deeper kind of power — one that begins in the body, lives in integrity, and leads through resonance.

This guide is an offering from my own lived standards. It's not theory. It's a path I walk daily — through presence, nervous system clarity, and quiet leadership that changes rooms without raising its voice. If you're here, something in you already knows: You don't need to perform culture. You are already shaping it.

Thank you for letting me walk beside you.

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Why This Guide Exists

We talk about culture like it's a mission statement. A workshop. A solution to fix a broken system. But culture isn't something you install.

It's something you embody. Culture begins in your nervous system. In how you lead yourself. In what you tolerate, repeat, and normalize —

even when no one's watching. This guide is an invitation to remember that you are already shaping culture.

Every tone you set. Every pause you take. Every truth you choose to live.

That's culture.

And it's time we lead from that place again.

YOUR THOUGHTS:

What You'll Find Inside

Culture is not a buzzword.

It's the energy you live by — and the frequency others feel.

This guide walks you through four interconnected layers of culture:

- **Personal** – the tone you set inside yourself
- **Relational** – the space you co-create with others
- **Organizational** – the field your leadership shapes
- **Societal** – the culture we all contribute to, through choice and example

For each layer, you'll find:

- Gentle reflection questions
- Anchor practices
- A chance to notice what you're already carrying — and what you want to shift



This is not a framework.

It's a mirror.

And a map.

The Four Layers of Culture

Culture is layered.

And each layer begins with the one before it.

- You cannot create a healthy team culture from a dysregulated inner state.
- You cannot reshape society without reshaping your own patterns.
- You cannot build trust outwardly unless it lives in you first.

Let's explore the 4 layers:

1. Personal

Your inner culture — the tone of your breath, your thoughts, your nervous system.

2. Relational

The field between you and others. Emotional tone, boundaries, rhythm, repair.

3. Organizational

The culture you carry into your leadership: pace, presence, safety, pressure.

4. Societal

The values and patterns you participate in or disrupt — consciously or not.

Start from within. What lives in you... spreads.

SECTION TWO

Resonance

The culture you lead in your own body.

Personal Culture

Before you influence any space, you shape the one within you.
Your nervous system is your first field of leadership.
Your breath, your pace, your self-talk — all of it sets the tone.
This is the foundation.

REFLECT:

What emotional
tone lives in my
body most of the
time?

What do I
normalize in myself
— even if it doesn't
serve me?

ANCHOR PRACTICES:

- Begin the day with stillness before input
- Choose breath before urgency
- Regulate before you respond
- Name and uphold 3 inner standards
- Normalize repair and rest

You cannot expect clarity, trust, or peace around you if they are not anchored inside you.

Relational Culture

*The energy you co-create
between nervous systems.*

Culture is contagious. It spreads through presence, tone, eye contact, and repair. Every conversation is an opportunity to build — or erode — trust.

REFLECT:

☐ What do people feel around me when things get hard?

☐ Do I model safety — or do I contribute to performance?

The way you show up in a moment of tension reveals more than hours of planning ever will.



ANCHOR PRACTICES:

- Create a soft opening to your interactions.
- Slow down in rupture; don't rush resolution.
- Speak with truth and gentleness.
- Introduce grounding rituals (meals, transitions, endings).
- Make repair a leadership muscle, not a weakness.



Organizational Culture

The field your leadership creates — and sustains.

This is where most people look when they talk about “culture.”
But what they miss is that your business or team cannot hold
more coherence than you do.


REFLECT:

1

Where does our
organization feel misaligned
with what we say we value?

2

What emotional energy
gets rewarded — and
what gets dismissed?



Culture is not what you write.
It's what you tolerate.
What you reward.
What you repeat.

ANCHOR PRACTICES:

Begin meetings with breath, not business.

Anchor behavior in values, not in urgency.

Normalize slowness in decision-making.

Hold the emotional tone as sacred, not secondary.

Embody the culture before asking others to perform it.



Societal Culture

You're not too small to change the world. Because "the world" is made of conversations, agreements, habits, tone — and those live in you.

REFLECT:


1. What patterns or roles have I inherited — and do I still want them?
2. Am I modeling what I long for, or echoing what I've known?

ANCHOR PRACTICES:

- Question inherited systems — gently
- Let your life be a quiet protest
- Choose stewardship over control
- Build what's missing, not just critique what is
- Walk as if others will follow



The wider field we shape — one daily act at a time.



Culture shifts when
someone decides
to stop recreating what
no longer serves.

SECTION THREE

Regeneration

Integration & Invitation

You're already shaping culture. Let's make it conscious.

What you breathe into your body...

What you tolerate in your thoughts...

What you choose in hard moments...

All of it creates the culture around you.

You don't need to be perfect.

You don't need to build a new system.

You simply need to remember:

You are the culture.

And if you want to deepen this work — I'm here.

Not with a framework.

But with a frequency.

To help you restore your leadership

to what is most alive and most real.

Whether in your home, your team, your boardroom, or your body

—

Culture begins where you do.

READY TO LEAD FROM WITHIN?

BOOK A RESONANCE SESSION

Client Testimonial

“When I first reached out to Miroslava, I thought we needed a culture strategy — a workshop, a set of values, something structured for my team. I was honestly skeptical when she said we would begin with me.

But I trusted her calm presence and decided to follow her lead. And I’m so glad I did. Because what unfolded wasn’t just a

shift in how we work — it was a shift in how I lead. I learned that culture isn’t something you write on a slide. It’s something you carry in your nervous system. The way I walk into a room now sets a completely different tone. My team feels it. Our clients feel it. I feel it.

This wasn’t a strategy session. This was a return to truth.”

Andrea B.

Teamleader at Global
automotive supplier



Want to stay in the field?

If this guide resonated with you —
and you're ready to lead from a
deeper place...

You're warmly invited into my
private space. It's where I share
quiet insights, reflection prompts,
and new resources that don't live
anywhere else.

Not a newsletter.
Not a funnel.
Just real words — from my
field to yours.

JOIN HERE:

[https://miroslavatomasko.com/
#beneath-the-noise](https://miroslavatomasko.com/#beneath-the-noise)



*We lead differently here.
And you're welcome to walk with me.*

Thank-you!

For reading, reflecting, and reconnecting with what
culture truly is: a way of being —
embodied, repeated, refined.

You don't need to be perfect. You don't need to build a new
system. You simply need to remember: **You are the culture.**

And if you're ready to deepen this work — I'm here.

Not with a formula, but with presence. To help you anchor
coherence, integrity, and quiet power in everything you lead.

This is the kind of leadership
the world is waiting for.

Thank you for being
part of it.



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