Culture change

A half-day workshop

Overview

An organisation's culture emerges naturally over time, driven largely by the behaviours and actions of the board, conscious or otherwise.

Culture change, on the other hand, generally only happens if you make a conscious and collective decision.

This half-day session is designed specifically for boardroom teams, to give them an opportunity to explore the dynamics of culture change and what's involved in initiating, leading and implementing a culture change programme.

Objectives

- Understand the steps that need to be taken to influence culture change
- Discover how culture is formed and influenced
- Learn what you can do to make changes to the culture in your business
- Appreciate what's involved in committing to a culture change programme
- Develop a clearer understanding of your personal role and impact – whether positive or, potentially, negative
- Anticipate potential pitfalls

Who should attend?

Culture affects everyone. This is not 'just an HR issue'. Misunderstandings and mis-steps at this stage can fatally undermine a change programme. The entire board should participate in this session.

Format

- A stimulating, fast-paced session, usually run as a half-day workshop
- A condensed version can also be delivered as a 60-minute 'boardroom briefing' session
- Follow-up sessions can also be facilitated, to help drive the development of your culture change programme

Special features

This workshop can be tailored to meet your specific requirements. You can choose to follow the agenda set out below or you can talk it through with the consultant and set a new one. The choice is yours.

Meet the consultant / facilitator

Clare is a highly qualified, experienced and effective organisational change and OD consultant, coach and workshop facilitator.

Is this the right programme for you?

Do you want to understand what drives the culture in your organisation and how to influence it? Are you ready for a fast-paced delivery of the key models and theories so that you can take away new knowledge on how to approach this enigmatic area? This session will help you understand culture and the different approaches you can take to create culture change.

Agenda

This is an indicative agenda – a starting point for a conversation with you. Clare would be happy to tailor it to your precise requirements.

1   What is culture and how is it created?

- Exploring theories and concepts of culture
- Culture as a personality and collective behaviour
- The Cultural Web and the six elements of culture
- The Culture Triangle and the three levels of culture
- How can we change it? A reimagined story

2   How can you influence it?

- How clear in strategy and lived in practice are your values?
- Power – being silenced and silencing others
- Rituals and symbols – psychology of acceptance and conformity the role of the leader
- Mechanics – systems and processes and the golden thread
- Neuroscience – reward and accountability
- Transformation is linguistic – the power of stories and why we tell them
- Alternative conversations – change the conversation, change the culture

3   What should a culture change programme look like?

- Action summary
- Managing change – the Kotter model
- Measurements – hard and soft
- Timescales

4   Next steps

- Review of learning
- Summary of learning
- Personal reflections
- Key take-aways

For a no-obligation discussion about running this programme for your organisation on an in-house basis, just give us a call on 01582 463465.