



SPORTS FIELD
MANAGEMENT ASSOCIATION

Organizational Shift - Changing the Culture of a Workplace

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Organizational Shift

Creating A Culture of Change

Eric Harshman, CGM: SSC Project Manager
Joshua Koss, CSFM: Wilbur-Ellis Sales Agronomist

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Culture Wheel

- 1 - Observation
- 2 - Implementation
- 3 - Education
- 4 - Benefits



1

Observation





Observation

- Get to know your team personally & professionally
- Consistent communication with open dialog, clear directives & expectations
- Ask questions - What's working, what changes would they like to see? What do they need to perform their jobs better?
(getting feedback may be difficult at first, but be persistent)
- Listen, be genuine & show that you care
- Observe daily routines, habits & work productivity
- Take inventory of tools & equipment
- Build relationships and foster an environment where everyone's voice can be heard



2

Implementation





Implementation

- Integrate new ideas, concepts & work habits slowly. Have the understanding that change will not happen over night, **BE PATIENT**
- Communicate, explain & educate as to “**WHY**” changes are being made
- From observations you made & conversations, facilitate items that needed changed that were mentioned by team.



3

Education





Education

- Entrust those around you
- Hold the team accountable - both individually and as a collective group
- Communicate and continue to explain the “WHY”
- Continue asking questions, get thoughts, ideas from team on a regular basis
- Give opportunities for others to lead - utilize personal assets/skills
- Provide opportunities for personal growth, development and training



4

Benefits





Benefits

- Willingness for changes in the future - *if necessary*
- Improved, consistent communication
- Ideas and thoughts are shared more freely
- Morale boost
- Increased productivity - feeling appreciated
- Increased team dynamics
- Valued opinions
- Flexibility with workflow
- Ownership



Thanks!

▶ Questions? Contact us at:

- eric.harshman@sscserv.com
856.723.6366
- josh.koss@wilburellis.com
720.814.1160

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