

## Organizational Shift - Changing the Culture of a Workplace

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## **Organizational Shift**

Creating A Culture of Change

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#### **Culture Wheel**

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



## 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

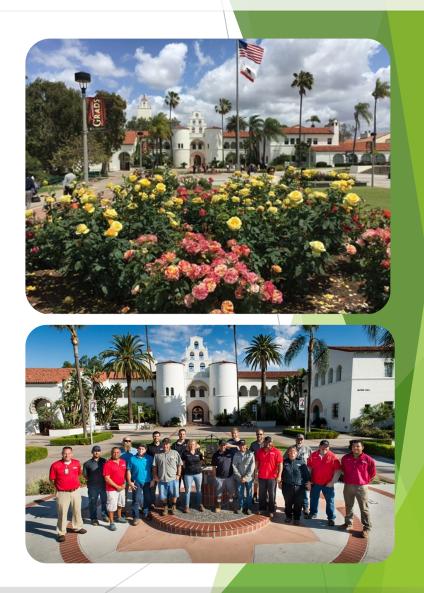






#### Market Implementation

- 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.







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







### 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!

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