



CULTURE CHANGE PROCESS

How is your culture supporting your business?

Many organisations find themselves in a position where 'The way people do things in the organisation is not the way we now need them to do things'. Organisations change, and what is expected from the people in the organisation can change. This might be because the organisation has altered its direction, changed its ethos, or revised its purpose, often through necessity. How then do you ensure that you get the best out of your people and help them to understand and act in a way that will maximise their potential and the value they add to the organisation?

Organisational Issues

We have been working with a number of organisations that have been moving through major change such as:-

- Blue Chip Multi-national changing to Cell Structure
- Public Sector organisation becoming more business orientated
- Private Sector organisation moving to empowerment
- Educational organisation focusing on distributed leadership
- Private sector organisation outsourcing services

In all these organisations there have been some issues and concerns about moving from the present culture to the future culture. This has included:-

- Reduction in productivity
- Reduction in 2-way communication
- Lack of trust
- Low morale
- Negativity amongst the staff
- Leaders not understanding their roles
- No belief in a positive future
- Low levels of motivation
- Poor customer service

Why Culture change?

Culture is the very essence of your organisation. If your people take account of Health and Safety, understand and believe in the importance of Quality this is culture. If the people understand that you are all one team and believe that as a team you can become great, that is culture. If people will stay to get the job done as long as it takes, and they trust management to be fair with them, that is the culture.

What is the essence of your culture?? Do you have the culture you need to succeed?

A process to support a step-change in culture

By working with the organisations listed and supporting them through culture change we have developed a process that can help you to create a step-change in your organisational culture.

- This is a process that will be customised to your specific needs.
- It is a way to develop your leaders, so that they have the understanding, beliefs and skills to help to develop the organisation
- It can ensure that all leaders have a combined and consistent message to move the organisation forwards
- You can use the process to gain commitment from your workforce to support the changes
- You can use the process to develop the pride in your workforce that will enable them to be excellent
- You can develop coaching skills in your leaders
- You can build the empowered teams you need

The future you desire can become a reality.



Getting in touch

See overleaf for an outline of a culture change process we have designed and delivered that has made a significant difference to the organisation and all its people.

If this looks like something you are interested in, do get in touch, so that we can discuss your specific issues and we can work together to identify and develop the right support to meet your needs.



CULTURE CHANGE PROCESS

Senior Management	Other Managers	Workforce
Discuss and share needs and requirements for the organisation. Focus on how it is now, where you want to go, how to get there.		
Outline Proposal of design to suit organisational needs		
Workshop 1	Workshop 1	
Workshop 2	Workshop 2	
Workshop 3	Workshop 3	
Coaching Programme	Coaching Programme	Workshop 4

Workshop 1: Enabling Pride, a workshop to ensure all leaders have a shared understanding and vision for the future, and knowledge of their responsibility. This workshop also looks at leaders behaviour and focuses on the psychological contract, the 3 keys to empowerment and the 4 pillars of trust

Workshop 2: Leading with Pride, a workshop to focus on the practical realities of leading the organisation to successful change.

Workshop 3: Gaining Commitment to Pride, a workshop that ensures leaders have the knowledge, understanding and ability in behavioural skills to support the workforce to commit to the new culture.

Workshop 4: Working with Pride, a workshop for all the workforce to explore the changes and gain their commitment to the changes.

Coaching Programme: For **all leaders** to ensure they have skills to support the workforce through change. Also enables leaders to gain a CMI **coaching qualification** -

Includes modules on:

You as a Coach; Organisational Development; Influencing Skills; Motivation and Learning; Evaluating the Outcomes

To maintain and reinforce the changes Action Learning Groups can be arranged including all groups of personnel

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