

12 Strategies for Achieving a Sustainable Culture Transformation™

Assess

your current state of issues, challenges, strengths, and opportunities among all of your stakeholders inside and outside of your organization via a culture audit.

Revise

your policies, procedures, & strategic plan to reflect how you will serve the changing demographics in your talent pool, customer segments, & communities.

Establish

core values to be more inclusive, flexible, and respectful of different ways of working, thinking, and believing.

Communicate

constantly --- up, down and across the organization as often as possible.

Change

the people who don't want to change.

Replace

archaic belief systems that breed power structures through homogeneity, conformity, and hierarchy.

Integrate

inclusive behaviors into all organizational processes and practices.

Offer

learning and development resources that support your company's mission, vision, values, and expected performance goals.

Lead

by example and live your values.

Practice

sound decision making and problem solving.

Institute

accountability systems that reward inclusive behaviors and that reinforce your company values.

Sustain

the culture by operationalizing all of the above strategies through continuous innovation and transformation.