

Promoting Cultural Change In Organisations

Deadly Approaches to
Staying Healthy

The Challenge

● Don't Think of an Elephant

George Lakoff

Words

- ◉ Words are important because of what they signify, or represent, or what your imagination conjures when they are spoken.
- ◉ Every word like an elephant evokes a frame which can be an image or other kinds of knowledge.

Changing The Mindset

- ◉ **Promoting Cultural Change in an Organisations is to change the Mindset of individuals, the Leadership and collectively the organisations culture.**
- ◉ **The size of the organisation doesn't matter there are still challenges in all.**

Organisational Culture

- Understand that the Culture of your organisation is the set of beliefs that are shared and taken for granted.
- It is a powerful influence that shapes behaviour, influences morale and creates an organisations identity.
- It determines how individuals act and what they should value

Organisational Culture

- Culture can be the most powerful influence; and as a leader you must work at enhancing the organisation's culture through maintenance, sustenance or Change.
- Organisational Culture will be based on the dominant cultural group of a society

Organisational Culture

- Do not underestimate the role of organisational culture,
- Appreciate that Culture is not easy to change,
- Begin with a vision,

Organisational Culture

- Be patient in bringing about cultural change,
- Focus on the elements of organisational culture – values; tradition; procedures, symbols and rituals and ceremonies

The Ethical Climate

- ◉ Self Interest
- ◉ Company Profit/Outcome
- ◉ Operating Efficiently
- ◉ Individual friendships
- ◉ Team Interests
- ◉ Social Responsibility
- ◉ Personal morality
- ◉ Rules and standards procedures
- ◉ Laws and professional codes of Conduct

I Create Change By

1. Establishing a sense of Urgency – identifying crisis and major opportunities
2. Creating the guiding coalitions – putting together a group with skills and power to lead change who work like a team

I Create Change By

- Having the fire in my belly and being prepared to fight for what is needed,
- Knowing what to do,
- Knowing how it should be done,
- Actually doing it.

I Create Change By

- Developing a vision and a strategy – creating a vision to help direct the change effort and the strategies to achieve the vision,
- Communicate the broad vision – using every vehicle possible to constantly communicate the new vision

Leadership Creates

Vision

- A sensible and appealing picture of the future.

Strategies

A logic for how the vision can be achieved

Management Creates

○ Plans

- Specific Steps and time tables to implement strategies.

○ Budgets

- Plans converted into financial projections, goals and achievements

Personal Challenges

- **Capacity and confidence to promoting Cultural Change in your organisation.**
- **Advocacy for Aboriginal Cultural considerations.**
- **Knowledge and information,**
- **Withstanding incredible pressures**
- **Retaining consistency and integrity**

FINALLY

- **It is far better to define yourself and what you aspire to as a catalyst for cultural change than allow yourself to be defined by who you are not.**
- **At times be prepared to walk alone for the good of all and not the few because change will occur. Believe in yourself.**