

HOW PREPARED ARE YOU FOR CULTURE CHANGE?

CULTURE CHANGE ASSESSMENT

Test your likelihood of change success...

YES/NO

Have you identified the culture needed to deliver on your **business strategy** and goals?

Have you tapped into multiple perspectives to identify the **BIG patterns** that are running the culture?

Have you developed a culture change **plan**, that avoids change overload - by having no more than three priorities?

Have you **reframed roles** (e.g. leadership group, business units, teams) to bring about faster change, with less noise?

Is the change **leader-led** (at all levels)?

Are **employees** taking up their role to bring the desired culture to life in their part of the business?

Is the **HR team** providing tools, processes and guidance to diagnose the patterns and accelerate the change?

Have you identified and overturned the **assumptions** that might block your change progress?

Have you aligned key **processes and systems** to your desired culture?

Have you leveraged business **stories and symbols** to accelerate the change?

Are you **tracking and celebrating** your progress on the culture change journey?