

Six Elements of Culture Change Framework

VARIABLE	IDEAS	YOU
ORGANIZATIONAL STYLE: The way you are organized not only communicates what your company cares about but determines what your people are allowed to do.	Implement systems that incentivize and hold units accountable for working together and communicating.	
ARTIFACTS: The physical elements your organization produces represent your values.	Develop and implement plans for full staffing and resourcing of support offices.	

Culture is how people know what to do even when there isn't anyone around telling them how to behave. It is our invisible guide, and it is ALWAYS reflective of an underlying value system.



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<p>CUSTOMS: Every organization has traditions, standard operating procedures, and best practices that become sedimented.</p>	<p>Develop a sound, multi-modal DEI curriculum that leverages existing resources and outside sources.</p>	
<p>NORMS: Expectations, formal or informal, about how to behave.</p>	<p>Leadership is essential. Publicly support both individuals and units doing this work.</p>	
<p>LANGUAGE: Language structures out thoughts, including the opportunities we perceive and the threats we feel.</p>	<p>Systemically listen to stakeholders to help create assessable action items that support inclusion.</p>	
<p>BELIEFS & VALUES: Everyone in the organization will share a common set of beliefs, or they will find themselves to be a bad "fit" for the organization.</p>	<p>State your beliefs often. Change message from "We care" to "We'll fight for you."</p>	

