

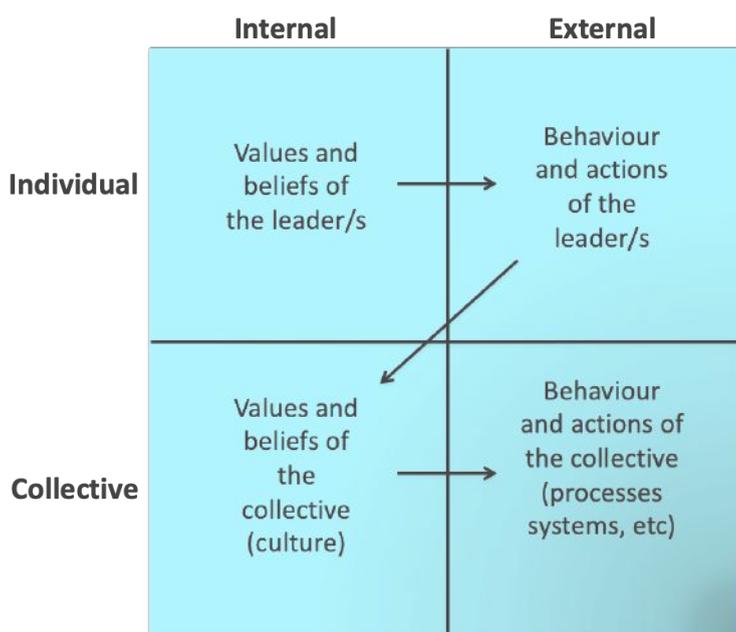
## Whole Spectrum Culture and Change

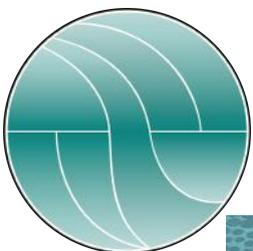
Changing the culture of an organisation typically takes between 3 and 5 years and is notoriously difficult to achieve without effective employee engagement throughout and sustained role modelling from leaders.

We have worked with many organisations seeking to transform their culture, or create something from scratch, and know that the pace, scale and skill requirements of this work is something that leaders and those responsible for people management may not have the time or capacity to undertake.

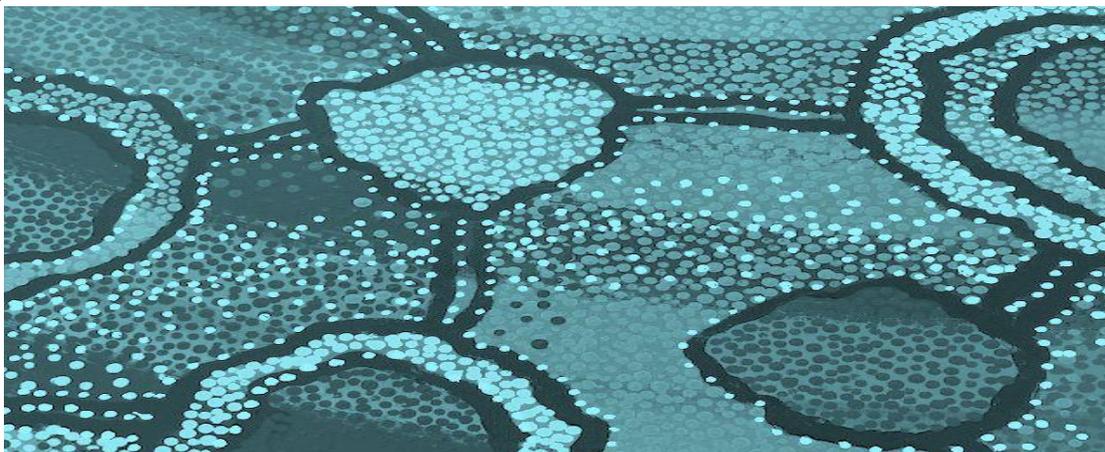
We are **experienced at creating and leading organisation-wide culture transformation programmes** that have begun at different points in the organisational history and have varying rationales and drivers. Businesses are frequently driven to seek efficiencies and greater value for money leading to process and system transformation initiatives. These are invariably much less successful without a concurrent culture transformation programme.

We use the Whole Systems Change model, based on the work of Ken Wilbur, as a foundational framework as this demonstrates the critical need for the **“inner work” with hearts and minds** as well as the “outer work” with hands and feet!





## Whole Spectrum Culture and Change



There are a number of key elements that must be included within a cultural transformation programme to join the dots in complexity that necessarily accompanies and creates the need for culture change:

- A concrete **focus on the “why?”**, whether it be a burning platform for change in terms of business viability or a robust commitment to the vision for the future
- **Commitment from leaders** which is seen and felt in the organisation
- A **multi-channel communication approach** that is simple, repetitive whilst also stimulating interest and participation
- **Champions at all levels in the organisation**, who need support and development to help them take the culture change forward
- A **clear connection to organisational mission / purpose** and critically values-based behaviours that are congruent and meaningful to all
- Action in areas where behaviour is not aligned, which can sometimes lead to **tough conversations and difficult choices**
- A range of **engagement events and opportunities**, giving all access to contribute in varying formats and ideally working across divisions, departments, geographic teams and locations

We offer expertise and support in all the above areas. **We also train and coach the in-house team to facilitate as much of the engagement work as possible.** This is aimed at creating internal capacity to keep working on culture in the longer term without the need for external support.

**If you are interested in changing the culture of your organisation, please get in touch and we'd be happy to talk through your requirements.**