

Experience the
Difference

The Nuts and Bolts of Culture Change in the Millennial Era

Jamie Notter
speaker | author | consultant



culture:

the collection of words, actions, thoughts, and “stuff” that clarify and reinforce what is truly **valued** inside an organization.

Workplace Genome[®] Model

AGILITY



INNOVATION

COLLABORATION



SOLUTIONS

GROWTH



TECHNOLOGIES

INCLUSION



TRANSPARENCY



Innovation

6.7

MARKER
RATING

8.4

Creativity (N5)

7.7

Inspiration (N4)

7.1

Permission to hack (N7)

7.1

Continuous improvement (N8)

6.9

Future focus (N3)

6.6

Risk taking (N1)

6.1

Experimentation (N6)

3.7

Testing new ideas (N2)



Innovation

6.7

MARKER
RATING

Concepts

8.4

Creativity (N5)

7.7

Inspiration (N4)

7.1

Permission to hack (N7)

7.1

Continuous improvement (N8)

6.9

Future focus (N3)

6.6

Risk taking (N1)

6.1

Experimentation (N6)

3.7

Testing new ideas (N2)

 Innovation **6.7**
MARKER RATING

Concepts

- 8.4 Creativity (N5)
- 7.7 Inspiration (N4)
- 7.1 Permission to hack (N7)
- 7.1 Continuous improvement (N8)
- 6.9 Future focus (N3)

Actions

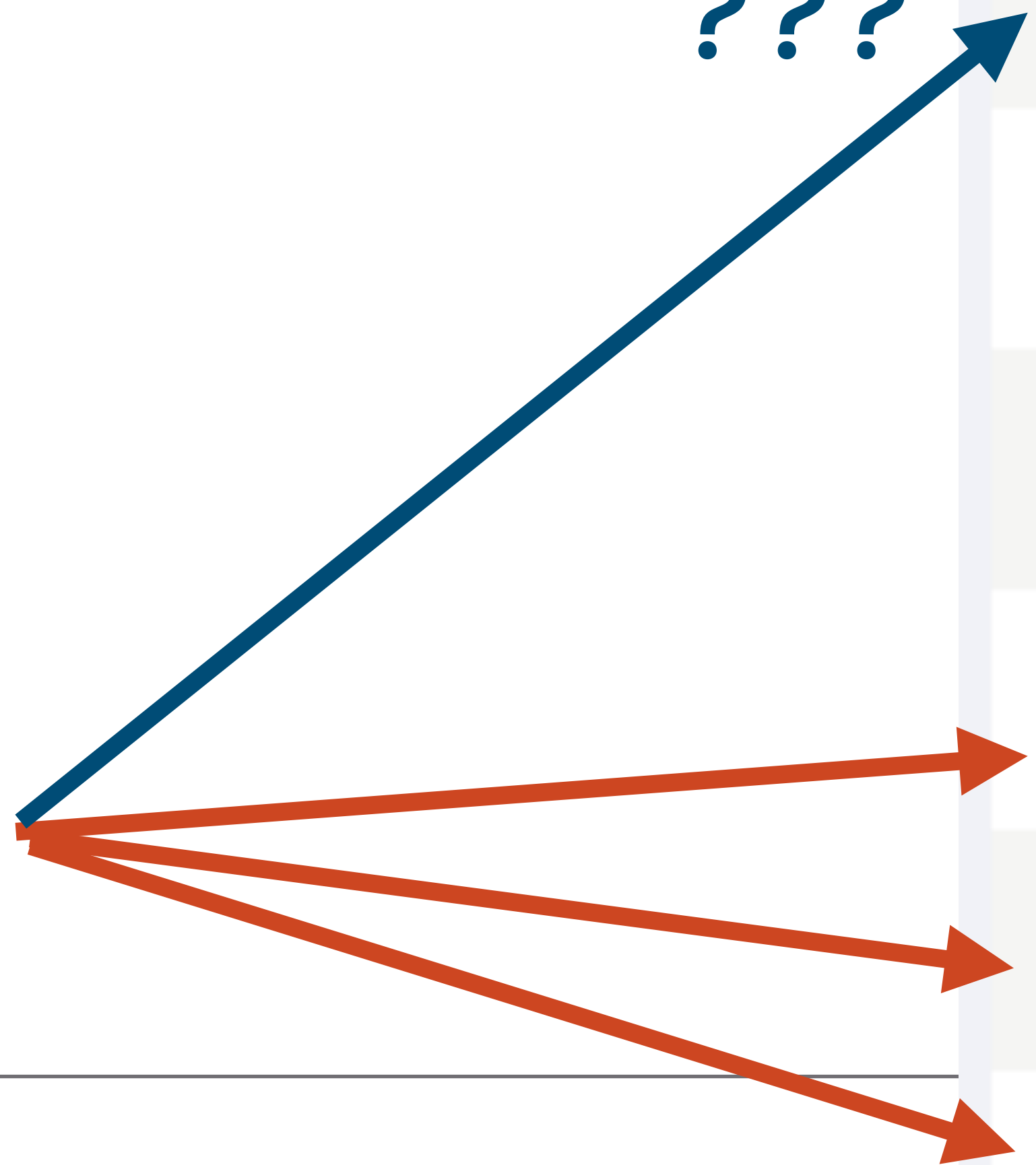
- 6.6 Risk taking (N1)
- 6.1 Experimentation (N6)
- 3.7 Testing new ideas (N2)


 Innovation **6.7**
MARKER RATING

8.4	Creativity (N5)
7.7	Inspiration (N4)
7.1	Permission to hack (N7)
7.1	Continuous improvement (N8)
6.9	Future focus (N3)
6.6	Risk taking (N1)
6.1	Experimentation (N6)
3.7	Testing new ideas (N2)

Actions

???



 Collaboration **5.2**
MARKER RATING

Human

- 7.3 Sharing the workload (C4)
- 6.4 Leveraging relationships (C5)
- 6.0 Facilitation (C7)
- 5.1 Teaming up (C6)
- 4.8 Egos in check (C8)

Process

- 4.6 Communications platforms (C2)
- 3.6 Cross-Functional Communications (C1)
- 3.5 Boundaries, borders, and territories (C3)

culture priority

PRINCIPLE: *what's valued?*

BEHAVIORS: *real world*

WHY: *success drivers*

we are commmunicative

We freely and effectively share information, as knowledge is power and the greatest power we have is to make a collective difference.

- We value the outcomes that will result from thoughtful dialogue and inquiry, therefore we welcome our colleagues' questions.
- We plan for communication and actively consult with others along the way.
- Our default is to share information, but recognize there are times when it is necessary to protect information until the appropriate time.

groups:

Work in groups to come up with a culture priority statement related to innovation based on the information in the handouts.



culture change

culture playbook

culture playbook

**RITUALS &
ARTIFACTS**

STEWARDSHIP

TALENT/HR

PROCESS

**STRUCTURE/
DESIGN**

TECHNOLOGY

culture playbook

RITUALS &
ARTIFACTS

STEWARDSHIP

TALENT/HR

PROCESS

STRUCTURE/
DESIGN

TECHNOLOGY

experiment metrics

culture playbook

RITUALS &
ARTIFACTS

STEWARDSHIP

TALENT/HR

PROCESS

STRUCTURE/
DESIGN

TECHNOLOGY

idea management software

culture playbook

RITUALS &
ARTIFACTS

STEWARDSHIP

TALENT/HR

PROCESS

STRUCTURE/
DESIGN

TECHNOLOGY

20 percent time

culture play

WHAT WILL YOU DO?

HOW WILL IT MOVE THE NEEDLE?

groups:

Come up with a number of plays that might move the needle on on your innovation priority.

RITUALS/ARTIFACTS
STEWARDSHIP
DESIGN/STRUCTURE
PROCESS
TECHNOLOGY
TALENT/HR



culture management

let's talk

humanworkplaces.net

jamienotter.com

jamie@humanworkplaces.net

human
WORKPLACES



Culture Tools



Culture Campus



The Culture Podcast



Jamie Notter



Maddie Grant

Free ebook on Culture
gettalk.at/culturebook

human
WORKPLACES

