

# Culture Change Checklist

*In 10 steps to a positive organisational culture*

There are several practical steps that can be taken to promote culture change within an organisation for organisational development:

## 1. Why is culture change needed?

First, establish why things need to change. What problems are you running into and what is getting in the way of this.

## 2. Clearly define and communicate the desired culture

Establish a clear vision and set of values in line with the organisation's goals and objectives. Communicate this vision and values to all employees and stakeholders.

## 3. Lead by example

Managers should demonstrate the desired behaviour and actively encourage and monitor the new culture.

## 4. Involve employees

Encourage employee participation and input in the culture change process. This helps create buy-in and commitment to the change.

## 5. Adjust systems and processes

Assess and adapt systems and processes to support the new culture. This includes things like recruitment, performance appraisal and rewards and recognition.

## 6. Reinforce the new culture

Continuously reinforce the new culture through training, communication and leadership programmes.

## 7. Measure and evaluate progress

Measure and evaluate progress regularly to assess the effectiveness of culture change efforts and make adjustments where necessary.

## 8. Be patient and persistent

Culture change can take time and requires persistence. It is important to keep the vision and goals in mind and persevere.

## 9. Provide a feedback mechanism

Take regular feedback from employees and take necessary steps to improve the culture.

## 10. Make it a continuous process

Organisational culture is not a one-off project, it should be continuously monitored and improved.

## Do you want to change your organisation's culture?

Human Insight offers training and coaching through years of insights and assessments on complex issues within organisations.

Need help with the transition to a new organisational culture?

Contact us without obligation at [info@human-insight.com](mailto:info@human-insight.com)

or call **+31 (0)85 8229827**.

