

Most organisations are clear on their strategic goals and how to organise themselves to deliver on these ambitions. However too many fail to spend time curating a culture that supports the environment required to achieve those goals. Building a healthy organisation culture drives performance, alignment and engagement and is a key differentiator for organisational success. It is what enables businesses to accelerate the execution of their strategy and galvanise their people for the future.

The Key Ingredients for a Healthy Organisation Culture

The right culture will be unique to every organisation based on its history, context and strategic goals, however through our work with organisations, we have identified 5 components that contribute to a healthy organisation culture.



Our tips for building and maintaining a Healthy Organisation Culture

Over the past years, we have supported many organisations across sectors and geographies with their culture change. Here are our top 5 tips to consider in building and maintaining a Healthy Organisation Culture:

- 1 Use an open approach:** Real culture change needs to empower people to explore and define new ways of thinking and doing that make sense for them, in the context of their daily work.
- 2 Leader led, employee delivered:** Whilst having an aligned leadership view of the direction you want your culture to move towards is critical, getting your employees to figure out how to go about making the change will drive engagement, commitment and action.
- 3 Grounded in real work challenges:** Getting the organisation to recognise the challenges that need to be addressed in achieving the new culture, defining these problems and working through them in cross-organisational teams to drive action and a sense of practical progress.
- 4 Develop your people along the way:** Any organisational change creates the opportunity for development. Involving your teams in shaping and implementing the behaviours and ways of working will build their skills in innovation, creativity, problem solving, influence and many more.
- 5 Iterate, iterate, interate:** Successful culture change starts with changing small habits that lead over time to big wins. It's about experimenting, understanding what works and why being prepared to adapt.

How can we help? Where ever you are in your culture journey we hope you've found our ideas interesting and stimulating. If you'd like to find out more, we'd love to hear from you.

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