



A 3-Step Organizational Culture Implementation Strategy

STEP ONE: Organizational Assessment

Using the four key competencies (leadership, emotional intelligence, trust, agility/change), decide where your organization is today and where you would like to be in the future. (7=Highly Developed and Skilled, 1=Needing Development) For example, with Competency #1 – Leadership

Current	<hr/> 1=Needs Development 7=Highly Developed
Goal	<hr/> 1=Needs Development 7=Highly Developed

Establish a priority for dealing with each competency. And decide realistically what level of results can be expected. This could be different than the goal.

STEP TWO: Action Plan Development

For each key competency, create a SMART plan to address the steps toward goal. SMART is a goal-setting acronym for Specific Measurable Actionable Responsible Time-bound. Example:

- Specific: *Design and Implement a Leadership Development Program*
- Measurable: *25 managers will participate in the program*
- Actionable: *The program will focus on delegation skills, performance coaching and decision making.*
- Responsible: *Human Resources will be responsible for creating the program or identifying an outside resource to deliver the program.*
- Time-bound: *The program will be created in Q1 with the first class starting in Q2.*

STEP THREE: Evaluation

Evaluate the plan at two levels:

1. Process – Make sure the process being used to develop the plan still applies. Confirm that everyone has input and can clearly communicate the plan.
2. Plan – Ensure goals are still being achieved. Confirm everyone has adequate resources. Make sure the plan remains realistic.

Regularly review the action plan to ensure success. Discuss trends and changes in the workplace that could prompt plan modifications. Report the status of the program to internal and external stakeholders as appropriate.