



Our **5-Step Culture Shift Process™** to help you a build strong, positive culture based on trust, connectivity and alignment.

THE *culture* GROUP

# Culture Shift Process™



Over the last 10 years, we have worked with many organisations to improve their culture.

Culture change is challenging.

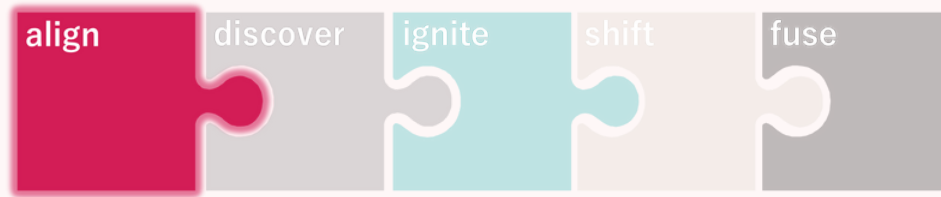
While many have the best of intentions, sometimes the execution doesn't land as intended, or just doesn't stick.

That's why we have created a 5-step process that works.

Our Culture Shift process helps build strong, positive cultures based on trust, connectivity and alignment.

The process itself has 5 distinct stages. Here's a bit about what happens at each step...





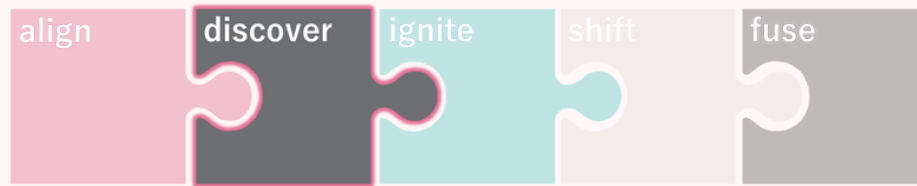
## Culture Shift Process™: Step 1

# align

executive alignment workshop seeking consensus on the way forward; defining target culture including strategic imperatives; ways of working philosophy



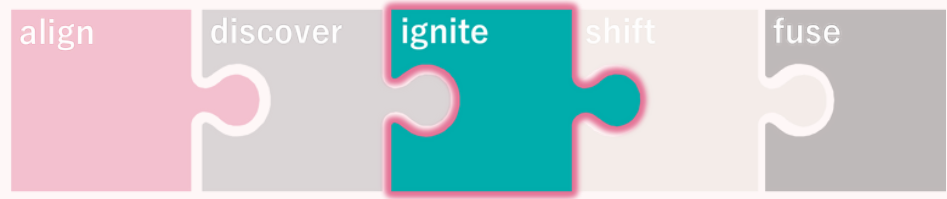
The first step is crucial for setting the entire process up for success. It is all about reaching alignment on the vision and approach from the get-go. Ensuring everyone is on the same page and clear on the why, what and how.



## Culture Shift Process™: Step 2

A large dark grey puzzle piece representing the 'discover' step. The word 'discover' is written in large white letters at the top. Below it, the text reads: 'culture audit including focus groups, interviews and functional health assessments, compiled into culture roadmap.'

The findings from the Culture Audit are compiled into Culture Roadmap. Giving you a clear plan forward.

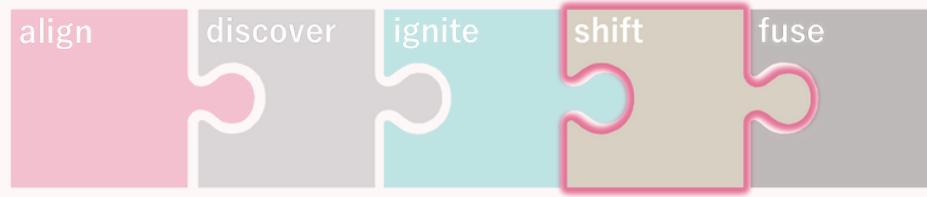


## Culture Shift Process™: Step 3

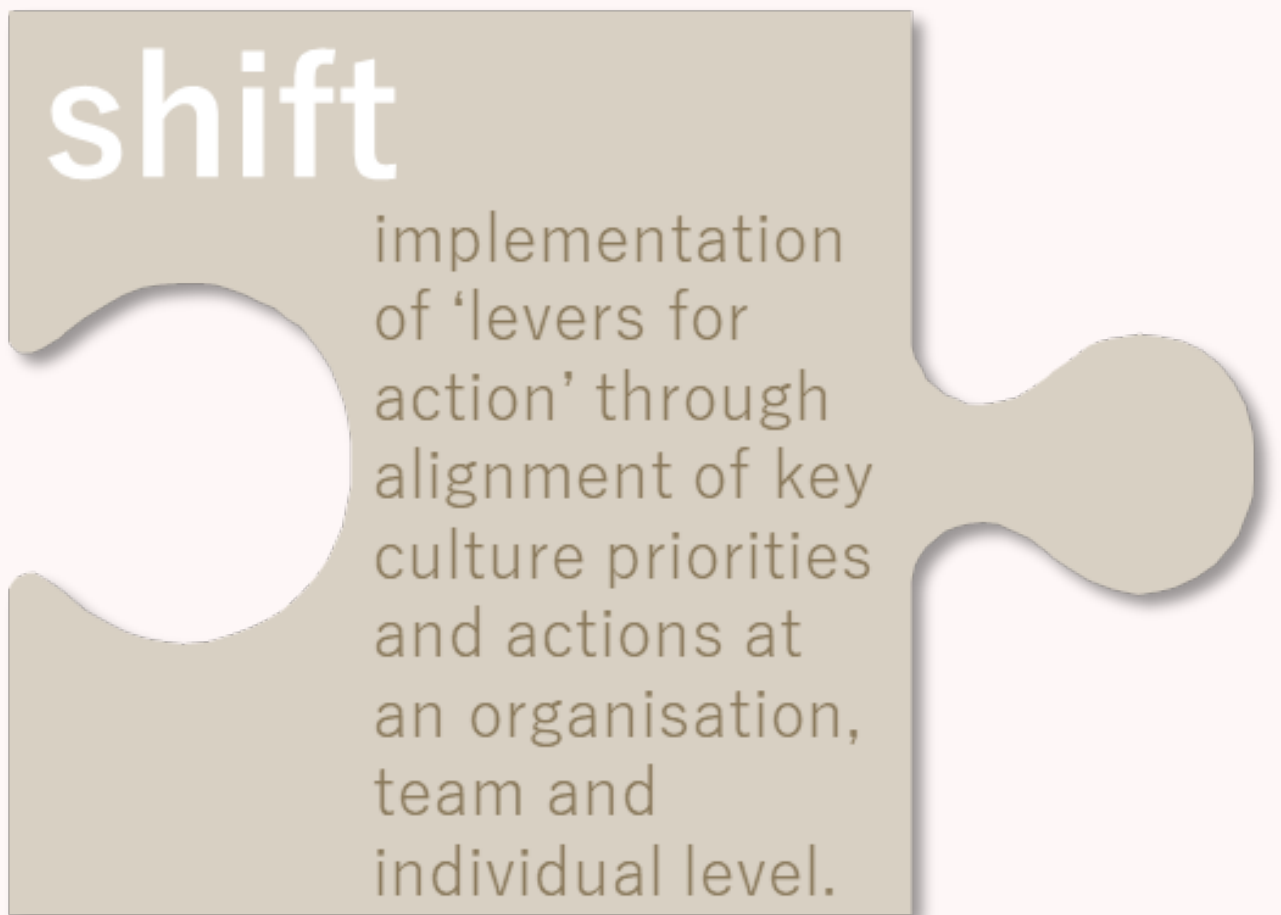
**ignite**

workshop igniting leaders to drive culture change, implement actions and take ownership for personal leadership impact and mindset shift.

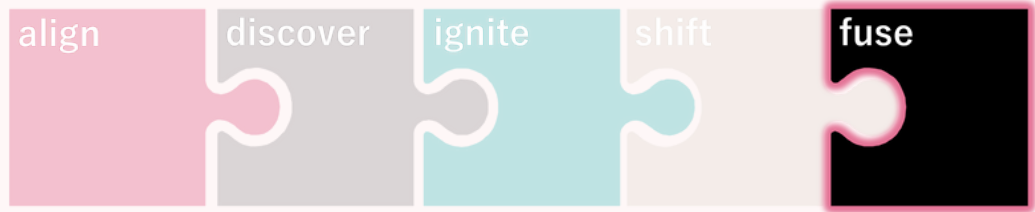
This step sparks ownership for personal leadership impact, mindset shift and behavioural change.



## Culture Shift Process™: Step 4



Step 4 is all about shifting into gear with the implementation of 'levers for action', which includes communicating your Culture Story, adopting Inclusive Leadership practices and building a sense of Belonging.



## Culture Shift Process™: Step 5



The final puzzle piece is all about embedding the actions and strategies into existing eco-system, plans and ways of working.

From the outset, our Culture Shift Process is supported by three key enablers:

- **Executive Sponsorship** - Senior leaders own and lead the culture-shift process and create the vision for the culture story.
- **Broad Engagement** - The faster the whole organisation engages in the process, the higher probability the culture will shift.
- **Behavioural Shift** – Personal adoption is key to shift existing habits and ignite behavioural shifts and new ways of working

If you're wanting improve your organisation culture, and looking for a clear way forward, we are here to help.

Get in touch 

[hello@theculturegroup.com.au](mailto:hello@theculturegroup.com.au)