Organizational Change Readiness:
Assessing Culture Change Readiness

Readiness for culture change requires assessing the positive and negative influences currently in place that will hinder or support your efforts.

Negative Influences	Influences	Positive Influences
• There is little perceived risk of not changing the culture. • Long history of success or monopoly in market has created complacency.	**Urgency**	• Desire for culture change is strong and widespread. • Consequences for not changing are big and widely understood.
• Key executives are not aligned about the need for culture change and see it as "soft stuff" that doesn't drive the business. • Leaders are distracted, too busy and not personally committed to their role in culture change. • No experience leading culture change.	**Leaders as Sponsors**	• Key executives are aligned about culture change and its relationship to business performance. • Provide visible support for culture change until complete. • Experienced at leading culture change
• Trust across the organization is mostly low • The business is not winning and people question the leaders' ability to set it on course.	**Trust**	• Trust across the organization is mostly high • People trust their leaders' competency to lead wins in the business
• No dedicated change team, inadequate resources available for it. • Lack of experienced change agents to guide the culture change.	**Change Infrastructure**	• Teams are adequately funded and staffed for culture change. • Experienced change agents are assigned to the culture change project/initiative.
• Employees do not know what culture change is, why it's important, and what they're supposed to do about it. • Limited 2-way dialogue or limited response to the dialogue.	**Communication**	• Employees are aligned about the need for culture change and what to do about it. • There is frequent two-way dialogue between leaders and employees about the culture change.
• Implementation of change has been seen as inconsistent and unsuccessful. • Doom loop: Change has left burnout unresolved emotions, bad feelings.	**Implementation**	• Implementation of change has been seen as consistent and successful. • Virtual cycle: Change has built a positive expectancy for change.
• Decisions often pushed up the hierarchy.	**Empowerment**	• Decision rights are held where needed, generally low in the organization.
• There is limited time or budgets for developing people • Learning and growth is embedded in everything the organization does	**Development**	• People are constantly developed • Learning and growth is embedded in everything the organization does

How is Your Culture Doing? Some Free Resources …

Culture Self-Assessment
Tool - Changing Culture Through Tough Conversations
Email us for a PowerPoint demonstration of "Selling Culture Change to My CEO"