

Aligning Culture With Strategy

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Today's Agenda

- I. Icebreaker
- II. Discussion of the significance of a values-driven culture
- III. Breakout & discussion activity
 - Reflect on participant's own organizational culture, practices, and experiences
- IV. Strategies & key takeaways
 - Strategies and tactics that you can leverage to support your organizational culture





Reminders

- Engage and ask questions
- 2. This is a **safe space** to share your true feelings and emotions
- 3. Have **fun** and **connect** with each other!



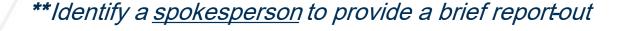


Icebreaker – What Do You See?

Based upon the picture at your table, discuss the following questions with your fellow attendees (10 minutes).

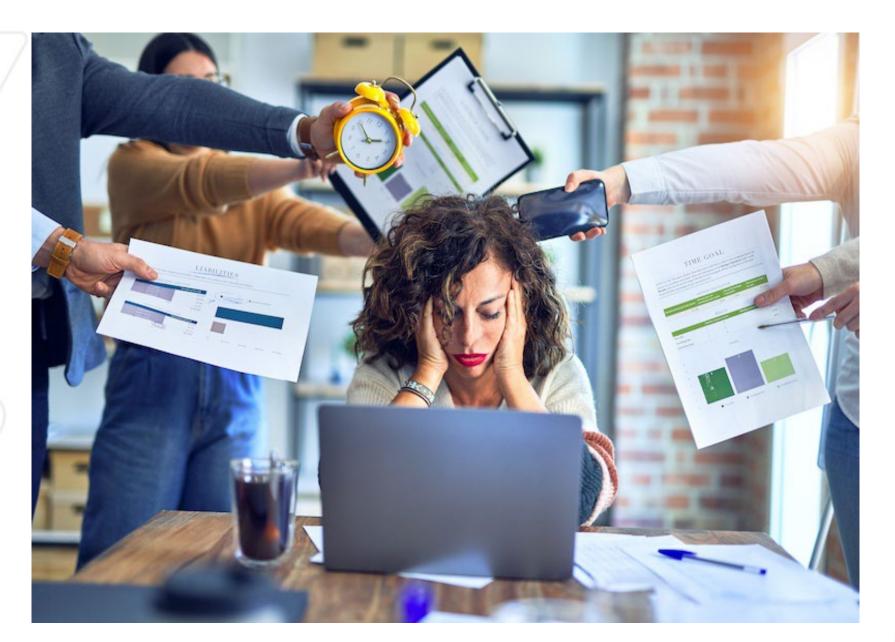
- 1. How would you describe the culture represented in this photo?
- 2. How does that type of culture make you **feel**?
- 3. Does this cultural depiction resonate with your institutional culture?**







Report Out





Values-Driven Culture

Why Focus on Values?

Our values are foundational in everything we do.

"The mission and the values are not just words on paper. They describe who we are and who we aspire to be every day."

— President Ángel Cabrera





LOVE-GT Purpose

Advance and **amplify** the impact of our recently launched, 10-year GT Strategic Plan & Institute values

Develop a **shared understanding** of the community values and **expected behaviors and practices**

Address cultural stressors and challenges

- Internal (belonging, well-being, etc.)
- External (COVID, social justice, and etc.)





LOVE-GT Timeline

Fall 2020

Launched the 10-year GT Strategic Plan
 & nine new values

Winter 2021

• Launched the Living our Values Everyday (LOVE-GT) initiative to amplify the impact and modeling of values across the GT community.

Spring 2021

 Engaged the GT community (students, faculty, staff) in helping us to understand the expected behaviors & practices as demonstrated by values

Fall 2021

• Formed Executive Steering Committee and core working groups across campus to engage and execute on values-driven strategies across the Institute.

Winter 2022 – present

 Put forth enterprise strategies across three main components – leadership, engagement & communications, and systems/structures/symbols.





Breakout Activity & Discussion

Within your assigned tables, discuss the following items (15 minutes)

- 1. What are the **core values** that drive the culture of your institution?
- 2. In what ways are these values **put into practice** in day-to-day operations (If any)?
 - If not, what are some untapped opportunities for growth that you see within our institution?**

**Identify a <u>spokesperson</u> to provide a brief report-out





Report Outs

Group 3

Group 4

Group 5





LOVE-GT Cultural Framework

Leadership - (Culture is strongly influenced by leadership behaviors, practices)

Leadership Competency Model – establishment of common language and framework for how leaders are evaluated

Leadership 360 – interactive tool to provided constructive feedback

Leadership Coaching – development of internal cadre of coaches



Engagement & Communications - (Clearly communicated expectations are necessary to align behaviors and practices)

Culture Survey – mechanism to identify strengths and opportunities for improvement.

Culture Toolkit – deployment of capacity building, action planning, and engagement resources

Workshops – creation of psychological safety and leading congruently training

Structures/Systems/Symbols - (Hardwiring cultural expectations into the operations and environment)

Recognition – celebrate and reward individuals for modeling the values

Talent Mgmt. – embed values into employer branding, talent acquisition, and job descriptions.

Performance Mgmt. – embed values are into performance management process to foster accountability and pinpoint growth areas

Questions/Comments







The culture of a workplace – an organization's values, norms and practices – has a huge impact on our happiness and success.

ADAM GRANT



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