



LOVE. GT

Living Our Values Every Day

# 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

1. 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?**\*\*



**\*\*Identify a spokesperson to provide a brief report-out**



# 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 spokesperson to provide a brief report-out*



# Report Outs

Group 1

Group 2

Group 3

Group 4

Group 5

What are some **untapped opportunities for growth** that you see within our institution?

# 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 provide 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 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

THANK  
YOU

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