

"It is not the strongest of the species that survives, nor the most intelligent, but the one most responsive to change."

Charles Darwin

THE ISSUE:

Changing the culture of organisations is something that can't be left to chance. Culture needs to be changed consciously. It comes from aligning the critical tasks, the processes, systems and structures, and the norms and values of the organisation, with the capabilities and competencies of the people.

'Changing organisations means changing people'.

ELEMENTS OF SEA CHANGE PROGRAMMES THAT ADDRESS THE ISSUE:

- Developing self awareness, self control and self confidence.
- Managing ambiguity and dealing with personal uncertainty. Adaptability and creative responses to setbacks and obstacles.
- Challenging attitudes, habits and assumptions.
- Managing self and others under pressure and taking personal responsibility for one's own actions.
- Recognising and valuing the skills, strengths and characteristics of others and making use of diverse talents.
- Developing interpersonal relationships based on openness, honesty and trust. Active listening and sensitivity to the beliefs, opinions and feeling of others.
- Giving and receiving feedback. Coaching and facilitation skills and using reviews to improve performance.
- Generating, evaluating and using ideas. Seeing and seizing opportunities. Risk taking and evaluating rewards.

OUTPUTS & RESULTS

- Teams aligned behind understood and agreed objectives.
- Optimistic, motivated and engaged teams.
- Generation of creative and imaginative solutions to problems. Full ownership of actions resulting from decisions made.
- Development of mutually supportive relationships based on openness, honesty and trust.
- Development of an environment where team members can and do express their feelings openly and honestly.
- A full understanding and use of the personal strengths and abilities of all team members.
- A learning organisation where mistakes are seen as opportunities to learn.
- Teams recognising the changes to behaviour needed to improve performance.
- Teams review how they operate and develop a culture of continuous improvement.