

Ultimate Culture and Performance: 90-Day Quick-Start Program



Engage your educational organization and its faculty, staff, and administration in defining and implementing a customized 90-day blueprint for success with the support of a culture expert. Quantify and connect culture to your key organizational and academic priorities, including student and other stakeholder experiences, employee engagement, and quality operational and learning practices to accelerate desired results and student learning. The Culture Quick-Start Program includes a thorough assessment of organizational culture and climate to support a facilitated planning session with a change team of faculty, staff, administration and, ideally, students. The key benefits are:

Adopt a Proven Language for Culture

Measure critical dimensions of your organization's culture and climate, including values, norms, factors that lead to norms, and attitudes and other outcomes.

Ensure Accountability and Confidence

Build ownership across the organization as team members at all levels unite to support the most important improvement plans.

Facilitate Shared Learning and Results

Adjust strategies/plans and employee and student involvement approaches to support shared learning and performance as a team.

What's Included in the Culture Quick-Start Program for Education



Purpose & Vision

A requirement-gathering session will be carried out with key faculty and administration to clarify the purpose and vision for the culture blueprint.



Awareness Building

Educational change agents will be briefed on culture and performance connections. Based on the How Culture Works model, this briefing will focus on the subtle ways that climate shapes culture—many of which are not widely understood.



Focus Groups & Interviews

Individuals and groups will participate in facilitated sessions to capture insights (stories, examples, etc.) about the current cultural norms, underlying beliefs, and their impact on outcomes/performance.



Culture & Climate Analytics

The most widely used and thoroughly researched culture assessment, along with a complementary climate survey, will be administered to generate reliable feedback for planning change. Our culture survey and climate measures provide a common language and invaluable data on critical aspects of culture and climate and how they're connected.



Sub-Culture Analysis

Culture and climate differences across levels, departments/groups, and other strata will be used to identify and spread best practices and to customize improvement plans. The objective will be to understand culture gaps and their impact on outcomes within different levels and groups.



Ideal Culture & Organizational Values

Use qualitative and quantitative approaches to identify the ideal culture for the organization in terms of the shared values—specifically, the behaviors that faculty, staff, and administration believe would maximize performance. Gaps between shared values and the behaviors currently expected will be analyzed to determine refinements in norms.



Improvement Planning

Key learnings about the current culture and climate will be captured from change leaders and used as a foundation for devising and adjusting strategies/plans to create a more Constructive culture and improve effectiveness.



Roadmap & Engagement

A customized roadmap will be developed to share results throughout the organization and to ensure clarity regarding improvement plans.



Culture Expert Coaching

Coaching and genuine support from a culture expert will be provided throughout the entire program. Each expert is a member of the Human Synergistics Global Change Circle™ with extensive experience improving or sustaining performance via culture.

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90-Day Culture Quick-Start Program for Education

FAQs

What is the time investment for educational change agents?

Educational change agents are typically involved in individual interviews, an introductory orientation and requirements-gathering session of 1-2 hours, and facilitated planning events that range from 1-3 days depending on scope.

Is there an option to use the culture and climate assessment without consulting support?

Yes, we have an option for members of your faculty, administration, or organizational development specialists to complete our Culture Accreditation Workshop. Your accredited team member(s) may then conduct an assessment, receive and interpret the feedback report, and support leaders in creating change. While not required, we do recommend the support and advice of an accredited external culture expert if it is your first time utilizing our assessments.

Can the program be expanded with additional custom elements?

Absolutely. Common customization options include individual coaching sessions, expanded qualitative interviews and focus groups across multiple locations and stakeholder groups, engagement of larger groups or teams in improvement planning, formation and coaching of a change team, faculty and management development programs, and *Leadership/Impact*® assessments of educational change agents.

What types of organizations are the best fit for the quick-start program?

- Educational organizations desiring to go beyond just measuring outcomes to understand the underlying culture and related forces driving those outcomes
- Educational organizations looking to shape or change culture involving faculty and administrative leadership development
- Educational organizations interested in unifying and aligning curriculum and departments to increase student learning

Note: It is important to commit the time to apply a disciplined and inclusive approach to drive shared learning and results as a team.

How soon will we see results?

Improvement plans will be directed toward critical mission and/or performance priorities like student learning outcomes, innovation, and shared governance. Leading indicators in the outcome(s) targeted typically show improvement in 3-9 months. Some quick wins should be observed, but major changes in outcomes are likely in 12-18 months (at which time post-test surveys are recommended for evaluation purposes).

What should follow the culture quick-start program?

Consulting options include continuing to work with the accredited external culture expert and/or accrediting internal team members in Human Synergistics diagnostics so that they can take the program to the next level. Subsequent developmental initiatives should focus on the levers for change identified during the quick-start program—potentially involving additional faculty and leadership development, structural changes, changes in technologies and the design of jobs, initiatives to improve communication, team development, new appraisal and reward systems, etc. The improvement approach should be continued for 12-24 months before a re-measure using the *Organizational Culture Inventory*® (OCI®) and *Organizational Effectiveness Inventory*® (OEI) as a foundation for a second cycle of planning and improvement.

“This work gave us surgical clarity regarding our problems and what needs to be done to resolve them. It will allow us to turbocharge our plans and results.”

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