



DEMYSTIFYING CULTURE

CAPTURE

CREATE

*Write down how you will apply
your notes to your situation:*

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TOOLKIT

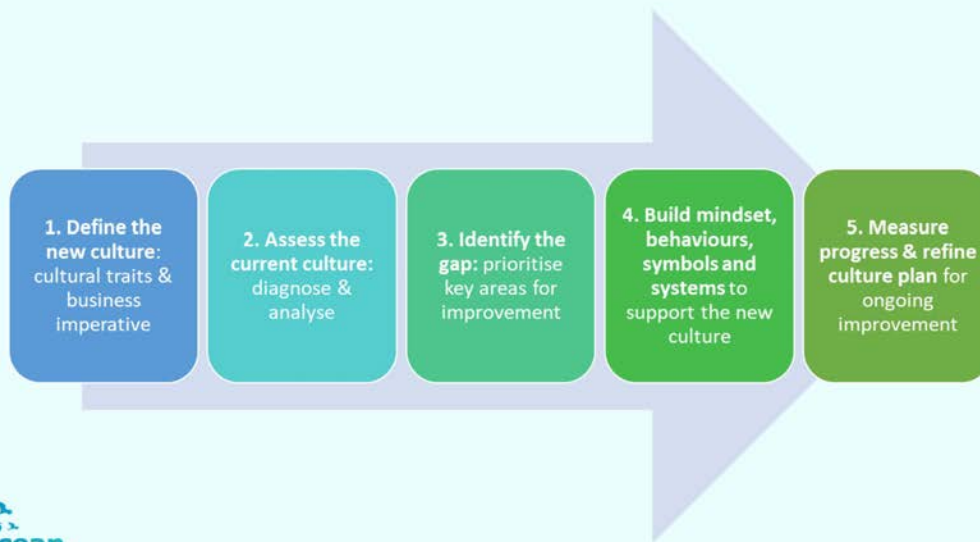
CAPTURE

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Write down how you will apply your notes to your situation:

Five-Step Framework

When building an inclusive culture, leverage the best of the old and bring in what is needed to make a sustainable shift



Adapted from Carolyn Taylor

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Seven Success Factors

Best practices when defining your desired inclusive culture and assessing your current culture

Create Common Understanding	Engage Senior Team	Build Business Case
Build on Existing Strengths	Leverage Existing Data	Collect Implicit Data
	Combine Drivers of Culture with Behaviour	



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Business Case Checklist

Culture has the greatest impact in these areas. Calculate the cost and assume they improve by 20% (fairly conservative).

Speed

Responsiveness to market changes, decision-making

Accountability

Consistency of delivery, compliance

Rigour

No group-think, risk-management

Simplicity

Reducing complexity, reducing waffle

Attractiveness

Avoiding duplication, no silos

Collaboration

Staff loyalty, strong employment brand

Source: Carolyn Taylor