



# SHIFT HEARTS & MINDS TO TRANSFORM CULTURE

*Facilitated by Dr. Katie Sandoe*

## **PART 1: THE SIDE EFFECTS OF YOUR COMPANY**

What are the current "side effects" of your company that should remain?

What are the current "side effects" of your company that should SHIFT?

Which three (3) "side effects" should take priority to will make the greatest impact on your company culture?

How can you turn these "side effects" into habits/group expectations?

What company systems need to be addressed to support this approach?

What individual behaviors support the "side effects" your company desires?

What's one thing your company can do to make transformation stick?



# SHIFT HEARTS & MINDS TO TRANSFORM CULTURE

*Facilitated by Dr. Katie Sandoe*

## PART 2: GENERATIONAL SIDE EFFECTS

What are common myths at your company as it relates to each generation? Consider how these myths are impacting your company's culture.

Baby Boomers:

Gen X:

Millennials:

Gen Z:

Of the 12 Employee Needs, circle the ones that your company needs to focus on?

1. Clear expectations.
2. Adequate resources to do the job.
3. Apply their best (natural) self at work.
4. Recognition for work and contributions.
5. Value as a person.
6. Potential for career growth.
7. Believes their voice matters.
8. Finds purpose in/at work.
9. Shared commitment.
10. Close working relationship(s).
11. Understands their work performance.
12. Sees opportunity to learn and grow.



---

# SHIFT HEARTS & MINDS TO TRANSFORM CULTURE

*Facilitated by Dr. Katie Sandoe*

## **PART 3: BUILD YOUR CULTURE MOVEMENT**

### **START SMALL. START WITH THE HEART.**

- What are three small steps that you can take to immediately shift your culture?
  - 
  - 
  -
- How will those steps foster an emotional response in people?

### **LEVERAGE LEADERS AND INFLUENCERS.**

- How can your company leverage an intergenerational approach to culture?
- Who's on that team?

### **SHOW PROGRESS, NOT JUST PROMISES.**

- Identify 1-2 things your company is succeeding at now? How can those be shared?
  - 
  -

### **EMBRACE SYMBOLS.**

- How can your company create a sense of shared identity?