



Culture Workshop
Aquila Partnership Conference
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(SFC)
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What we will cover in this session

- Four key elements of CORE Model of change
- Identifying what we mean by 'culture' ?
- How can you assess your own work culture?
- Developing and maintaining a positive working culture
- Leading culture change
- Using the Skills For Care 'Culture Toolkit', as well as your own ideas for developing a positive workplace culture

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Developing a positive working culture



COMMUNICATION
OPENESS
RESPONSIVENESS
EMPOWERMENT

CORE values should inform your work culture

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CQC definition

Well Led: Open and
Fair culture

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The only thing of real importance that leaders do is to create and manage culture

-Edgar Schein



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What is culture ?

The ideas, customs, and social behaviour of a particular people or society

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Research shows that the climate of an organization influences an individual's contribution far more than the individual himself.

W. Edwards Deming

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Work Culture — What makes a difference

Culture

Social Influences



Organisational Influences

Environmental Influences

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Culture for Care: Your toolkit



A sense of identity 1 <input type="button" value="Enter"/>	Shared values and assumptions 2 <input type="button" value="Enter"/>	Norms and expectations 3 <input type="button" value="Enter"/>
Lines of communication 4 <input type="button" value="Enter"/>	Complex sub cultures 5 <input type="button" value="Enter"/>	Continuous development and change 6 <input type="button" value="Enter"/>

Click here to enter the toolkit

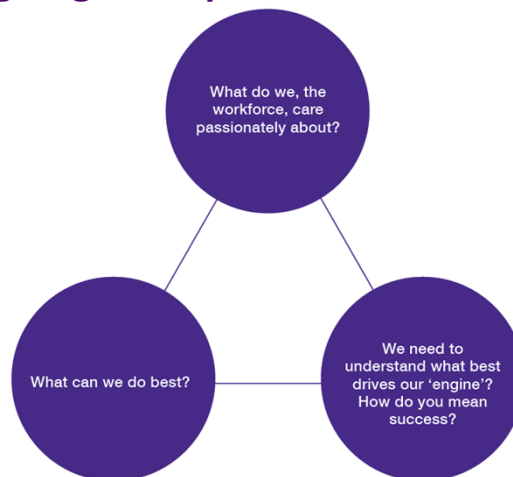
Skills for Care website <http://www.skillsforcare.org.uk/Skills/Culture/Culture.aspx>

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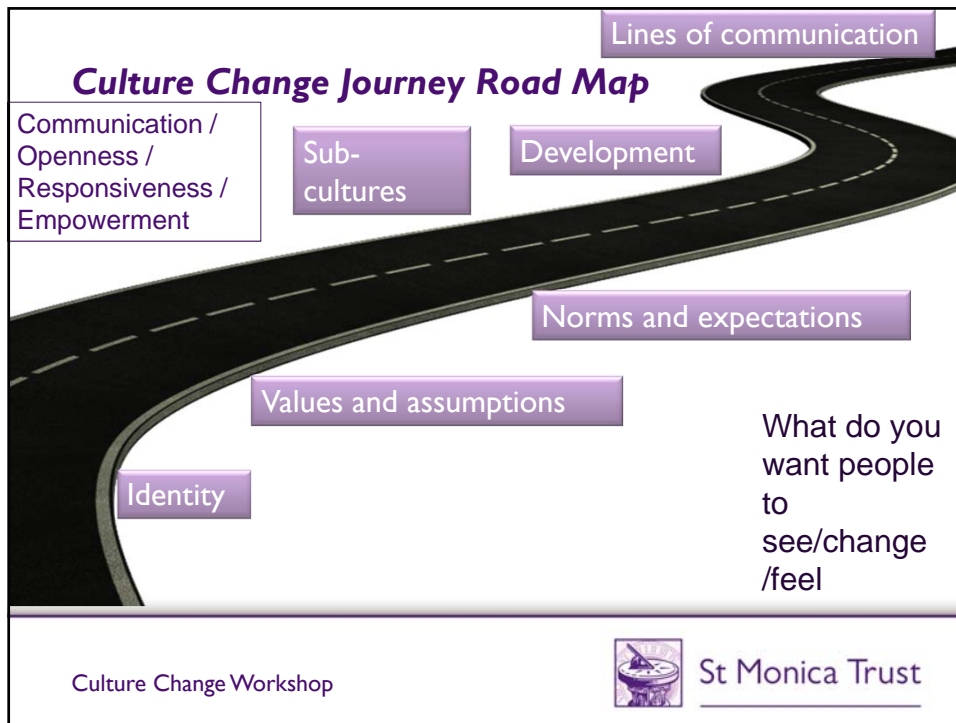
The Hedgehog Concept – Good to Great



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CHOOSE POSITIVITY
DEFAULT TO TRANSPARENCY
 FOCUS ON SELF-IMPROVEMENT
BE A NO-EGO DOER
 LISTEN FIRST, THEN LISTEN MORE
COMMUNICATE WITH CLARITY
MAKE TIME TO REFLECT
LIVE SMARTER, NOT HARDER
SHOW GRATITUDE

Thank you for attending the workshop



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