



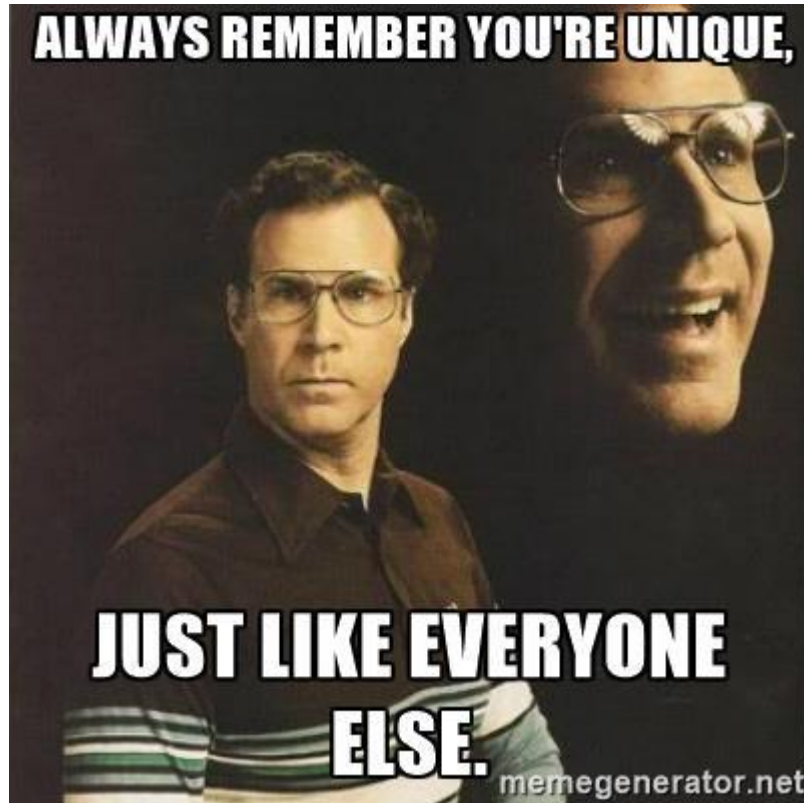
Creating Organizational Culture

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Sage Advice from a Coaster...





Agenda

- What is Organizational Culture?
- EHS' Culture Principle Story
- Tips for Creating Organizational Culture



What is organizational culture?

- Shared set of values, behaviours, norms and collective mindset of an organization.
- Shaped by experiences, relationships and observations of others.



What is organizational culture?

- We can see it and we ALL contribute to it.





**“Unless *you* set it,
it’ll just be what it is.”**



Effective culture is...

- ▣ Purposeful
- ▣ Intentional
- ▣ Observable
- ▣ Palpable
- ▣ Accepted
- ▣ What we do, how we live!



Effective culture can enhance productivity or...

I'm not
feeling
very worky
today.



CORPORATE CULTURE?



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Culture Principles



Evolve How We Work

Collaborate on continuous improvement
Act effectively to meet goals
Practice empathy and compassion for all living things
Bullies are not allowed

Act as a proud EHS ambassador
Focus on contribution and achieving results
Seek to understand EHS mission, vision, and stakeholders
Suggest new ideas

Share knowledge and information
Lead EHS through actions

Always promote safety and wellbeing

Enhance What We Believe

Big ideas can affect change through hard work and openness to change
In second chances
In admitting mistakes
The best ideas can arise from simple questions

Everyone SHOULD be different – diversity is cool
The chain of respect is more important than the chain of command

Celebrating our success
Model the behaviour we expect from others

Workplace with amazing colleagues
Honesty is key

In creating a safe environment

Engage How We Act

Be friendly – say “hello!”
Listen
Treat everyone with respect, regardless of differences
Be willing to lend a hand

Embrace change
Spread cheer and have fun

Follow through on commitments
Love learning

Care about what is best for EHS
Practice open, honest, and respectful communications

Look for solutions



Tips for Creating Cultural Change

- 1. Work with and within your current cultural state.**

Source: [The Katzenbach Center- strategy-business.com/10PrinciplesCulture](https://www.strategy-business.com/10PrinciplesCulture)



Tips for Creating Cultural Change

2. **Change behaviours and mind-sets will follow.**





Tips for Creating Cultural Change

3. Focus on a few critical behaviours.



Tips for Creating Cultural Change

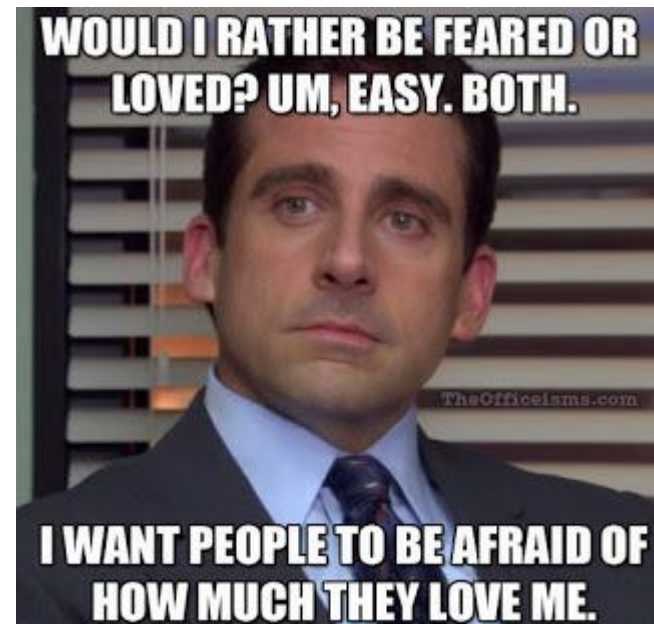
4. **Deploy your authentic informal leaders.**





Tips for Creating Cultural Change

5. Don't let your formal leaders off the hook.





Tips for Creating Cultural Change

6. **Link behaviours to business objectives.**



Tips for Creating Cultural Change

7. **Demonstrate impact quickly.**





Tips for Creating Cultural Change

8. Use cross-organizational methods to go viral.





Tips for Creating Cultural Change

9. **Align programmatic efforts with behaviours**



Tips for Creating Cultural Change

10. **Actively manage your cultural situation over time.**



- Be clear**
- Make people accountable**
- Perpetuate culture where and when possible**
- Permeate practices including operational, human resources or other organizational mechanism**