

CULTIVATE! Team Culture Transformation Framework & Tools

1. PREPARATION

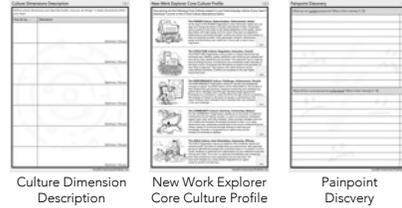
1.1 AWARENESS

Get an understanding of the phenomenon culture, of its dynamics and of the major transformation success factors.



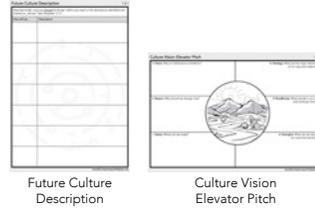
1.2 EXPLORING

Discover and describe the culture you live. Explore its different dimensions. Use the New Work Explorer to evaluate your cultural profile. Identify current and future painpoints.



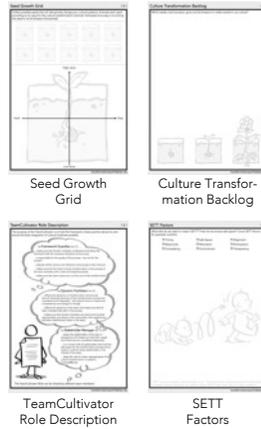
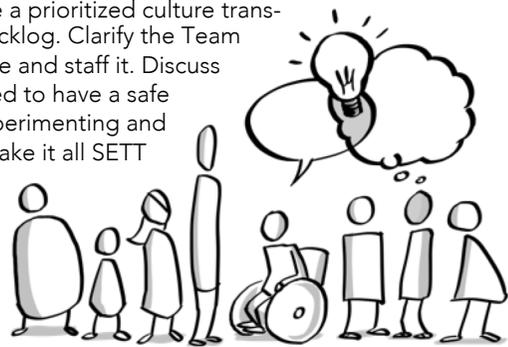
1.3 FOCUSING

Match the painpoints with your cultural profile and identify those cultural dimensions that need a cultural pattern change. Describe the new culture in its different dimensions. Summarize your culture vision in a clear elevator pitch and communicate it.



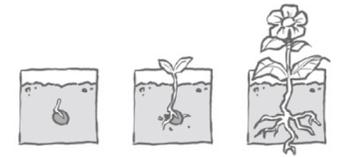
1.4 SETTING

Brainstorm possible seeds (culture transformation initiatives) and evaluate their value and effort. Create a prioritized culture transformation backlog. Clarify the Team Cultivator role and staff it. Discuss what you need to have a safe space for experimenting and failing and make it all SETT (safe enough to try).



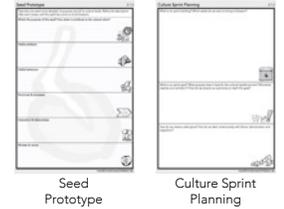
2. AGILE CULTIVATION

Bring seeds to blossom iteratively in culture sprints. Each culture sprint has the following basic structure:



2.1 CULTURE SPRINT PLANNING

Create / refine the culture sprint backlog by choosing as many seeds with top priority as you consider safe to implement (small enough to start!). Describe / refine one seed after the other for all its cultural levels. Define a sprint goal, new routines and how you create a safe space for implementing a new culture prototype.



2.2 CULTURE SPRINT
Implement a new culture prototype by letting the seeds grow and blossom.

2.4 CULTURE SPRINT RETROSPECTIVE

Evaluate how you experienced the team in the culture sprint. Re-reflect on safe space, strenghts and impediments and define improvement measures (Kaizen items) for the next sprint.



2.3 CULTURE SPRINT REVIEW

Evaluate the succes of the implementation of the new culture prototype (maturity-level for each seed). Refine the culture transformation backlog, eventually.

