Strategic

CULTURE TRANSFORMATION STRATEGIES

COURSE OVERVIEW

Treating culture as an "operating system" that can be designed and managed.

COURSE OBJECTIVES

- Analyze culture using Schein's Model (Artifacts, Values, Assumptions).
- Utilize culture levers: Rituals, Stories, Symbols, Systems.
- Measure culture change progress.

SKELETON OUTLINE

- Defining Culture: "How things get done around here."
- The Shadow of the Leader.
- Culture Hacks: Small changes, big impact.
- **Exercise:** Defining "Target Culture" Behaviors.

LEADING THROUGH COMPLEXITY & VUCA

COURSE OVERVIEW

Advanced leadership capabilities for volatile and uncertain environments, focusing on sense-making.

COURSE OBJECTIVES

- Apply the Cynefin Framework to decision-making.
- Distinguish between "Technical" and "Adaptive" challenges.
- Lead teams through crisis and ambiguity.

SKELETON OUTLINE

- Understanding VUCA and BANI worlds.
- Systems Thinking for Leaders.
- Adaptive Leadership Principles.
- **Simulation:** Crisis Management Tabletop Exercise.

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