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## **Drive** People-Focused Culture Transformation

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Build a strategic plan to bring vision to reality through people-focused approach.

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☞ Culture is not what's written in the walls; it is the stories created inside the walls.

## Hamdi Ulukaya

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### OVERVIEW

Did you know 90% of organizations fail at implementing their strategies and 61% of companies underperform at key strategic activities due to poor execution?

It is true.

Having a realistic and achievable strategic plan through people-focused approach is key to bring vision to reality. The goal of culture transformation work is to move from having a clear vision for the future toward a documented people action plan to make it a reality. As culture is a critical asset and is alive, it must be in sync with strategy and the organization throughout the transformation process.

**We lead you to follow a trilogy of building on coherent business purpose, operating model and cultural elements all at the same time.**

One of our first engagement steps is to ground the leaders in their current cultural state. Being in tune with your current culture illuminates for leader's cultural strong holds as well as areas to evolve for the future. This cultural understanding informs where changes might be desired as the strategic action plan is developed.

Validating a common understanding of the leader's long-term vision while defining strategic culture themes is step two. Activities and discussion follow to develop an actionable strategic plan with which to execute. From there, we identify a few critical behaviours that will make the biggest difference toward your culture aspiration. Step four and five include a culture evolution program feeding onto and off of employee empowerment practices to then measure against key success metrics.

### BENEFITS

A tailored culture evolution program will propel leaders to not only understand better their starting point but also empowers them with a GPS like plan for how to navigate actions towards their desired future state. Leaders gain a deeper level of alignment on how to realize their people focused vision.

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To find out more about this and our other service offerings, please contact us at [info@sesilpir.com](mailto:info@sesilpir.com)

#### OUR SERVICES

- 1 Discover Possibilities through Systems Understanding
- 2 Clarify Purpose and Strategy
- 3 Drive People-Focused Culture Transformation

- 4 Develop Transformative Leadership for the Future
- 5 Reimagine Employee Empowerment Practices
- 6 Inspire Productivity through Well-being