

Don't Panic: Stories of Cultural Change

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Don't Panic!

Organizational agility often requires significant changes to the system, to our culture, and that seems impossible sometimes.

...But we ARE the system, and it's within our reach to “be the change we want to see”.

It starts with a story...



What is culture?

Traditions

Habits

Values

Behaviors



Traditions

Traditions

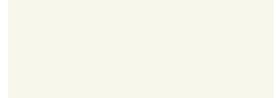
Habits

Traditions

Habits

Behaviors

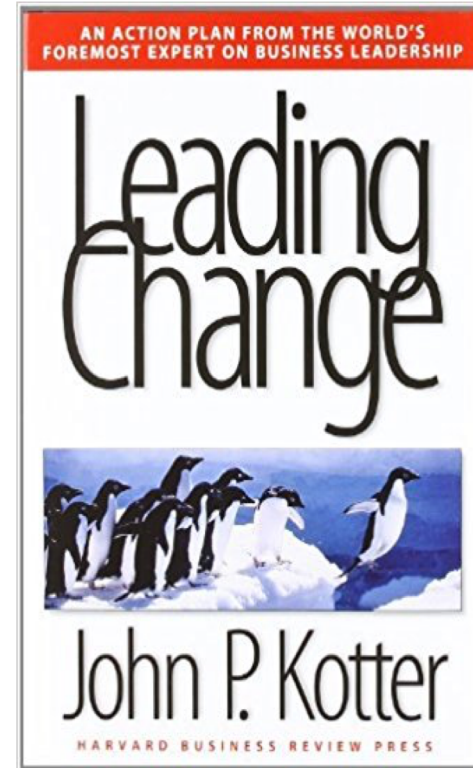
Or how we do things around here..



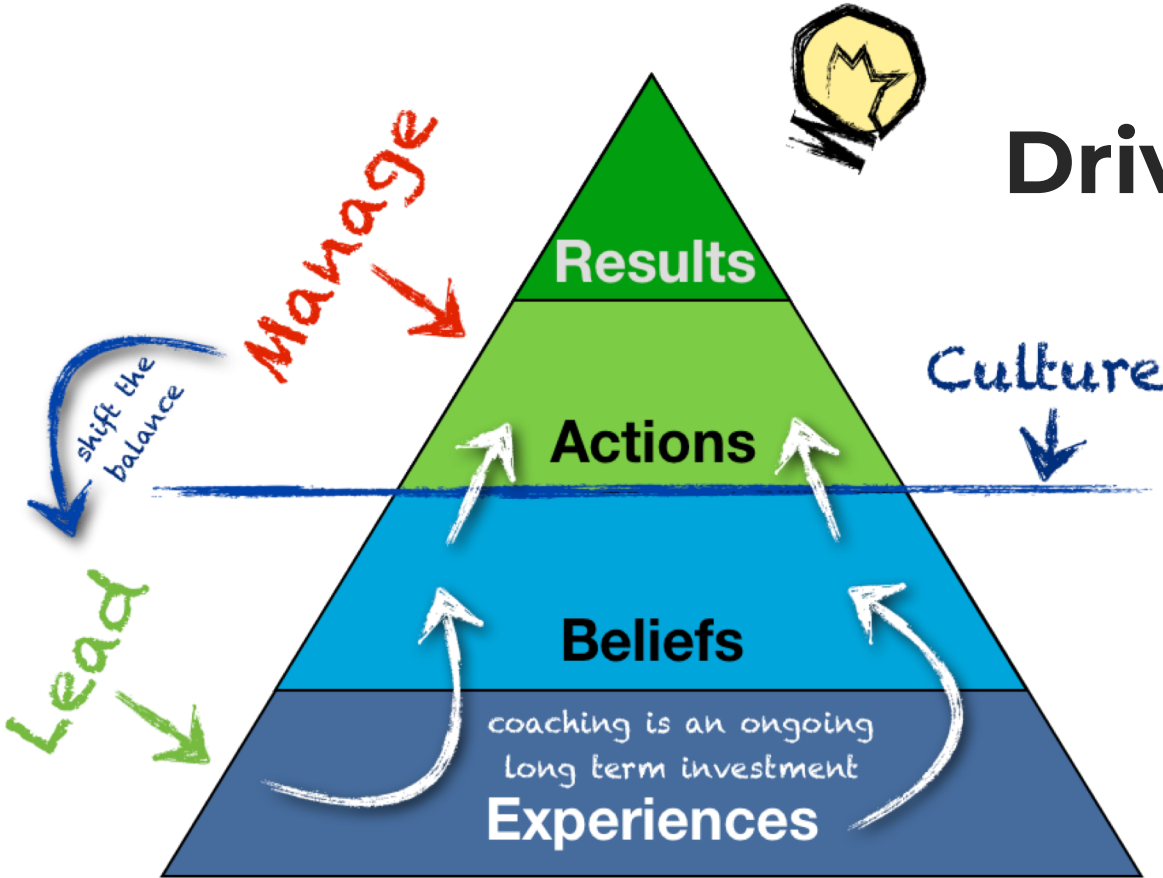


How to change culture

- New direction
- Stop doing something!
- New structures/processes
- Change the norms



Driving change



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Creating and sharing experiences

“The only way to change human behavior is to woo, instead of preach. To love, instead of threatening disaster. To point out how glorious something could be, and in some way to live it.”

- Alan Watts

Power of a story

- Historical tradition
- Retention
- Mirror neurons
- How info is processed



Historical tradition

Historical tradition

Retention

Historical tradition

Retention

Mirror neurons

Historical tradition

Retention

Mirror neurons

How information is processed

Rules for storytelling



Use a third party

Share emotions

Keep it simple









What is YOUR story?

Can you share stories of your agile transformation?



Conflicting narratives

Resolution by curiosity

ask others to share their own stories



Morath responded to the pushback with questions. *“What was your own experience this week, in the units, with your patients?”* she asked thoughtfully. *“Was everything as safe as you would like it to have been?”*

Repetition and interruption

when things are better not said



- Your story opens the door for someone else to tell theirs too
- The more stories we tell, the clearer our vision of our culture
- The clearer our culture, the more power we have to change it



**Who is telling
your story?**

..is it you?

The stories we tell ourselves...



Don't Panic!

Movements begin one story at a time.

Story by story,

we find common ground

and common purpose.

Only then will we truly see change.

“Never doubt that a small group of thoughtful, committed, citizens can change the world. Indeed, it is the only thing that ever has.”

— **Margaret Mead**

Connect with us!

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