

UNDERSTANDING YOUR ORGANIZATION'S DNA

GVFHRA

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LEARNING OBJECTIVES

- Identify Organization's Culture (DNA)
- HR professional as an Agent of Change
- HR's impact on organizational systems
- HR's role when identifying the culture

The Process

- Separation Data Review
- Culture Survey
- Stay Interviews
- Shining Star Interviews

From the Data

- Tactical Plan
- Defining the Culture
 - Center of Excellence
 - Pillars of Culture

HR as an Agent of Change

- Employee Systems
- Alignment
- Change Management Process



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Outcomes

- Supervisory training
- Trumpeting our Culture
- Ongoing discussions and interviews

Devereux
PA CIDDs

THE PILLARS OF OUR CULTURE:
A FOUNDATION FOR OUR SUCCESS



The Future

- 2013/2014
- Reduction in turnover
- Greater staff satisfaction

Questions

