2018 Louisiana Teacher Leader Summit
Theme: *Meaningful Growth for Every Student, Every Day*

**A Roadmap to Organizational Culture Change**
Objectives

To further build upon our skills, abilities, and attitudes to promote a positive work environment

To consider culture, relationships, and emotional well-being as core factors that inform transformational change
Define Success, Values, and Behaviors

Leaders make expectations explicit and describe what a good job and a good citizen look like in specific, tangible, observable terms.
How to Achieve It

Step 1
Evaluate your Current Culture and Performance

Step 2
Define your 3 Most Critical Culture and Performance Priorities/Goals

Step 3
Develop Expected Behaviors
Step 1: Evaluate your Current Culture and Performance
Step 2: Define your 3 Most Critical Culture and Performance Priorities

What are your culture and performance strengths/areas of need?

What culture/performance goals can assist your organization in achieving its full potential?
Problem-Oriented

Focused on protection and survival

Reactive

Produce unpleasant thoughts/emotions/anxiety

Problem-Oriented

*Teachers are not fully engaged in professional development opportunities.*
Problem-Oriented

What is wrong

Focus on Problems

Pulls people toward

Fuels

Reaction

Anxiety

Leads to
Outcome-Oriented

Focused on accelerating positive outcomes
Produce pleasant emotions and a sense of well-being
Proactive

Problem-Oriented

Teachers are not fully engaged in professional development opportunities.

Outcome-Oriented

Lifelong learners have the ultimate goal of increasing student achievement.
Outcome-Oriented

Focus on Outcomes

Desired Outcomes

Pulls people toward

Fuels

Proactive Behavior Leads to Passion
Step 3: Define Expected Behaviors

People interpret values from their own perspective so clearly define expected behaviors.

Clearly communicate how you will work together to improve the weak areas since they are holding your organization back from supporting your purpose and stakeholders.
Teamwork is the ability to work together toward a common vision.
Andrew Carnegie
ALIGN

Leaders need to live by it, lead by it
LEADING BY EXAMPLE

• Looking at the big picture and sharing that vision with others.
• Watching your own biases.
• Looking, listening, and watching.
• Practicing good communication skills.
• Stepping out-of-the-box and being creative.
• Creating an environment that supports team members.
• Maintaining a positive attitude.
• Consistently striving for improving yourself.
• Working on building trust with individuals.
• Getting others involved.
• Giving individuals the benefit of the doubt.
• Being proactive
How to Achieve It

Step 4
Engage Your Team in Creating S.M.A.R.T. Goals

Step 5
Provide Professional Development Activities that Align with S.M.A.R.T. Goals
Step 4: Engage Your Team in Creating S.M.A.R.T. Goals
S.M.A.R.T. Goals at Work

The goals support each priority and reinforce expected behaviors.
Step 5: Provide Professional Development Activities that Align with S.M.A.R.T. Goals
A culture of discipline is not a principle of business, it is a principle of greatness.

Jim Collins
MANAGE

Supports a smooth transition and ensures that the team is guided through the change journey.
How to Achieve It

Step 6
Maintain a Management System for Goals and Communication Habits

Step 7
Build Motivation throughout the Process

Step 8
Refine and Adjust as Necessary
Step 6: Maintain a Management System for Goals and Communication Habits
Step 7: Build Motivation throughout the Process
Build Motivation

• Celebrate progress on priorities
• Provide positive feedback on priorities
• Coach when expected behaviors are not shown
Step 8: Refine and Adjust as Necessary
Refine and Adjust

*Remember that culture is not a one-and-done type of initiative.*