



# Culture Pathway

Pick your stage or do them all

*Stage 1*  
Culture analysis

## 1 UNDERSTAND THE BUSINESS

- Business and model
- Leadership team
- History
- Major events
- Vision

## 2 ANALYSE CURRENT CULTURE

- Where your culture is at
- Key behaviors and values in the business

## 3 ENVISION FUTURE CULTURE

- Establishing and supporting behaviours or culture required to reach vision and strategy

## 4 OUTLINE GAP ANALYSIS

- The gap between current and desired
- What you must move from, move towards, and retain

## 5 CRAFT VALUES CREATION

- Core values of your organisation and aspirational values essential for success

## 6 DESCRIBE + DEFINE VALUES

- What each value is and is not
- Behaviours associated with each value

## 7 ADJUST & ALIGN PEOPLE PRACTICES

- People practices to support desired culture
- Hiring, Onboarding, Development, Remuneration,
- Recognition & Reward, Performance

## 8 ADVISE & CO-CREATE PEOPLE STRATEGY

- Workforce planning to meet business strategy
- Competencies required and how to acquire them
- Succession planning

## 9 IMPLEMENT PEOPLE STRATEGY

- Work with leadership team to put in place the people strategy and meet important milestones and metrics

## 10 DEFINE REQUIRED LEADERSHIP SKILLS

- Define your ideal leader to support your culture & strategy
- Assess current leaders against this
- Create development plans for each of your leaders

## 11 DEVELOP & COACH LEADERS & LEADERSHIP TEAM

- 1:1 or group coaching
- Established and emerging leaders
- Leadership programme created if necessary
- Recommend external development opportunities where appropriate

## 12 ONGOING PEOPLE, CULTURE & LEADERSHIP SUPPORT

- Ongoing support as required to keep on track
- Facilitation of leadership planning days
- Coaching of leadership team

*Stage 2*  
Values

*Stage 3*  
People Strategy & Practices

*Stage 4*  
Leadership