

CHALLENGING THE CULTURE: WHAT CAN I DO?

YOU CAN....

1. Set an example (walk the talk) <ul style="list-style-type: none"> ▪ <i>This is the best way to build trust and confidence. People watch the leaders and take note of what they do and what they say at work and out of work</i> 	
2. Expand your circle of influence (build networks) <ul style="list-style-type: none"> ▪ <i>You have to go out of your way to build relationships across the business and with stakeholders outside</i> 	
3. Take a stand (be prepared to challenge) <ul style="list-style-type: none"> ▪ <i>Confront people and issues that don't support the new culture, but prepare your ground and maintain your dignity</i> 	
4. Support people who have a go (show a genuine interest in them) <ul style="list-style-type: none"> ▪ <i>Even with those you don't necessarily like or agree with</i> 	
5. Have a clear vision (start with the end in mind) <ul style="list-style-type: none"> ▪ <i>Think through the difference you've come to make and what you want to achieve</i> 	
6. Create a focus (establish clear priorities) <ul style="list-style-type: none"> ▪ <i>Set your own agenda and learn to say "no" and put your effort into the things that matter most</i> 	
7. Communicate (help spread the message) <ul style="list-style-type: none"> ▪ <i>There are many ways to communicate and your mood and the example you set is one of the most powerful</i> 	
8. Actively coach (help others to develop) <ul style="list-style-type: none"> ▪ <i>Mentoring, coaching and developing others is a great way to change culture</i> 	
9. Take pride in your performance (help to raise standards) <ul style="list-style-type: none"> ▪ <i>Continually lifting the bar is the only way to excellence</i> 	
10. Take people with you (balance I.Q. and E.Q.) <ul style="list-style-type: none"> ▪ <i>Have enough I.Q. to know the way and enough E.Q. to take people with you</i> 	

“Unless leaders change what they do, culture will not change. Leading is not waiting for someone else to do it. The personal challenge is that it starts with me – so what can I do.”