

Trying to change company culture



is a fool's errand

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Reaktor

Discuss:
**What's your company
culture like?**

CULTURE

**How do you
change it
sustainably?**



**Culture
is like cake**



**System
conditions in
an aquarium?**



**System
conditions in
organizations?**





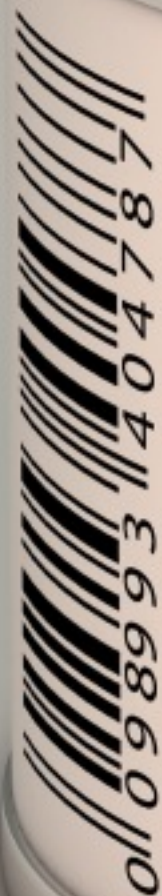
Discuss:

**Why is
“respect for people”
(very often) bullshit?**



BULLSHIT

125 cm³



**System condition:
cubicles**

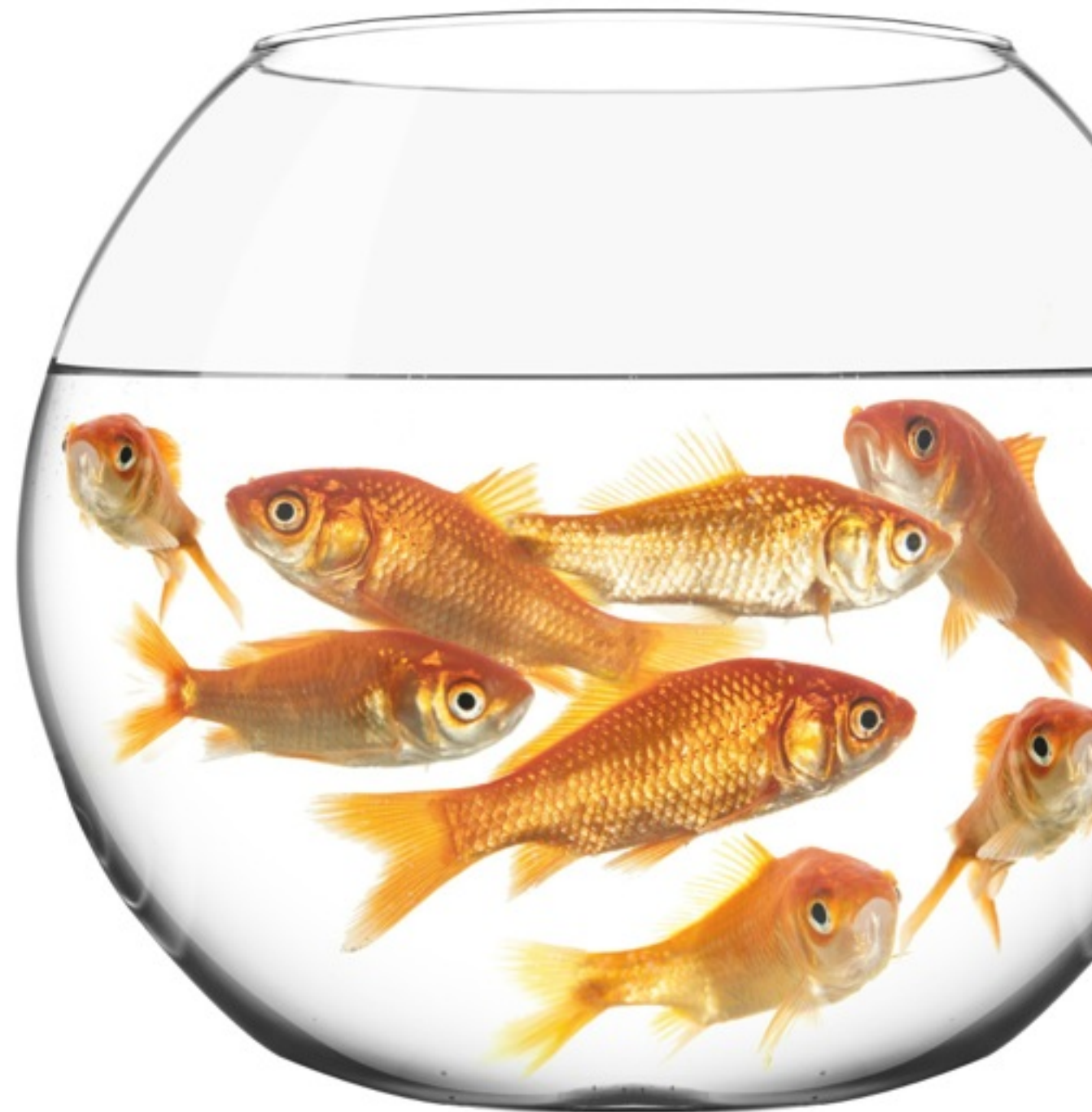
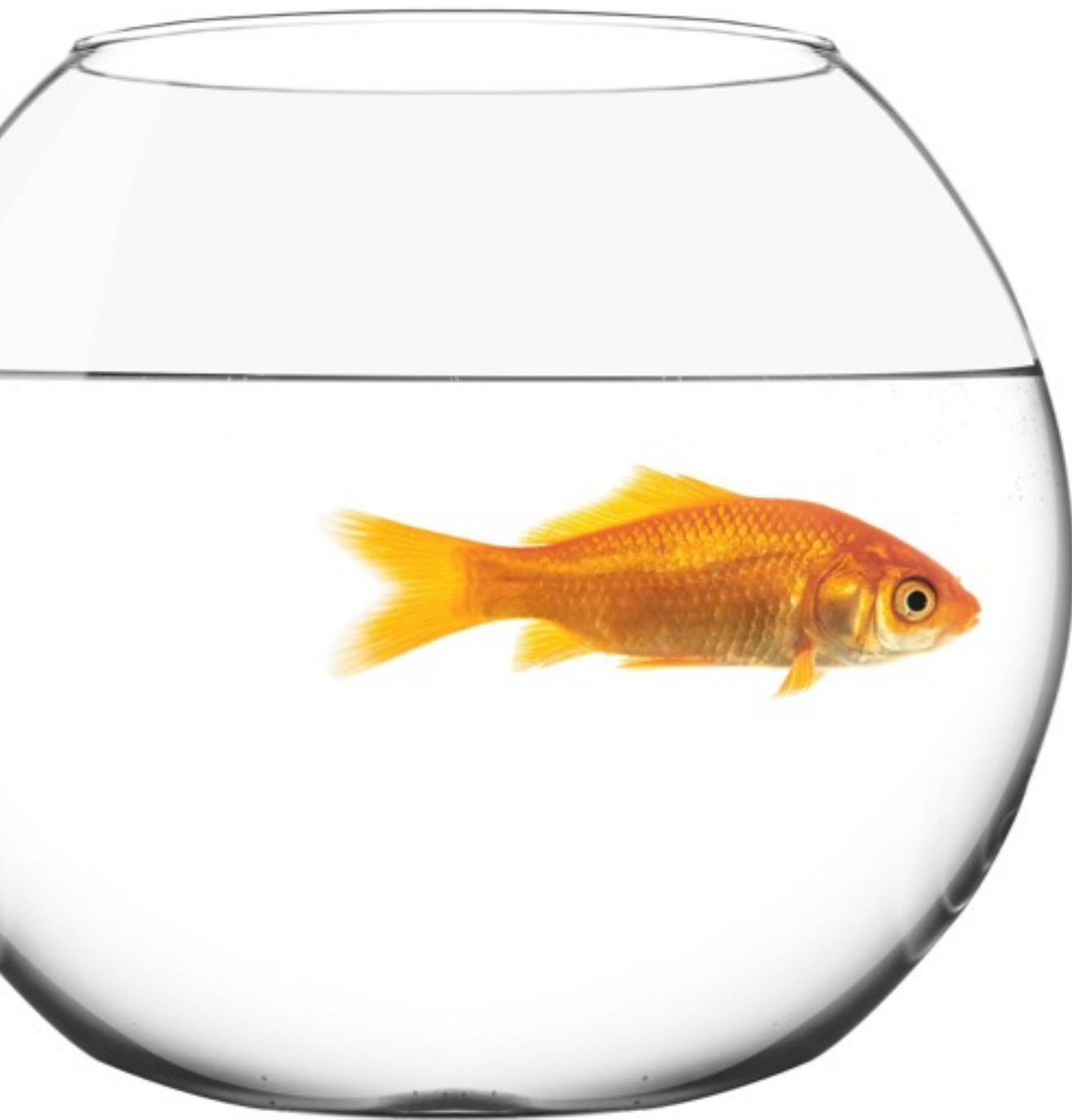
**Culture:
individual
performance**

**System condition:
limited WIP**

**Culture:
focus on
finishing**



System condition: incentives on team performance



Culture:

teams compete, no collaboration between teams

**System conditions:
learning from
failures applauded
+
slack embedded**



**Culture:
innovative**

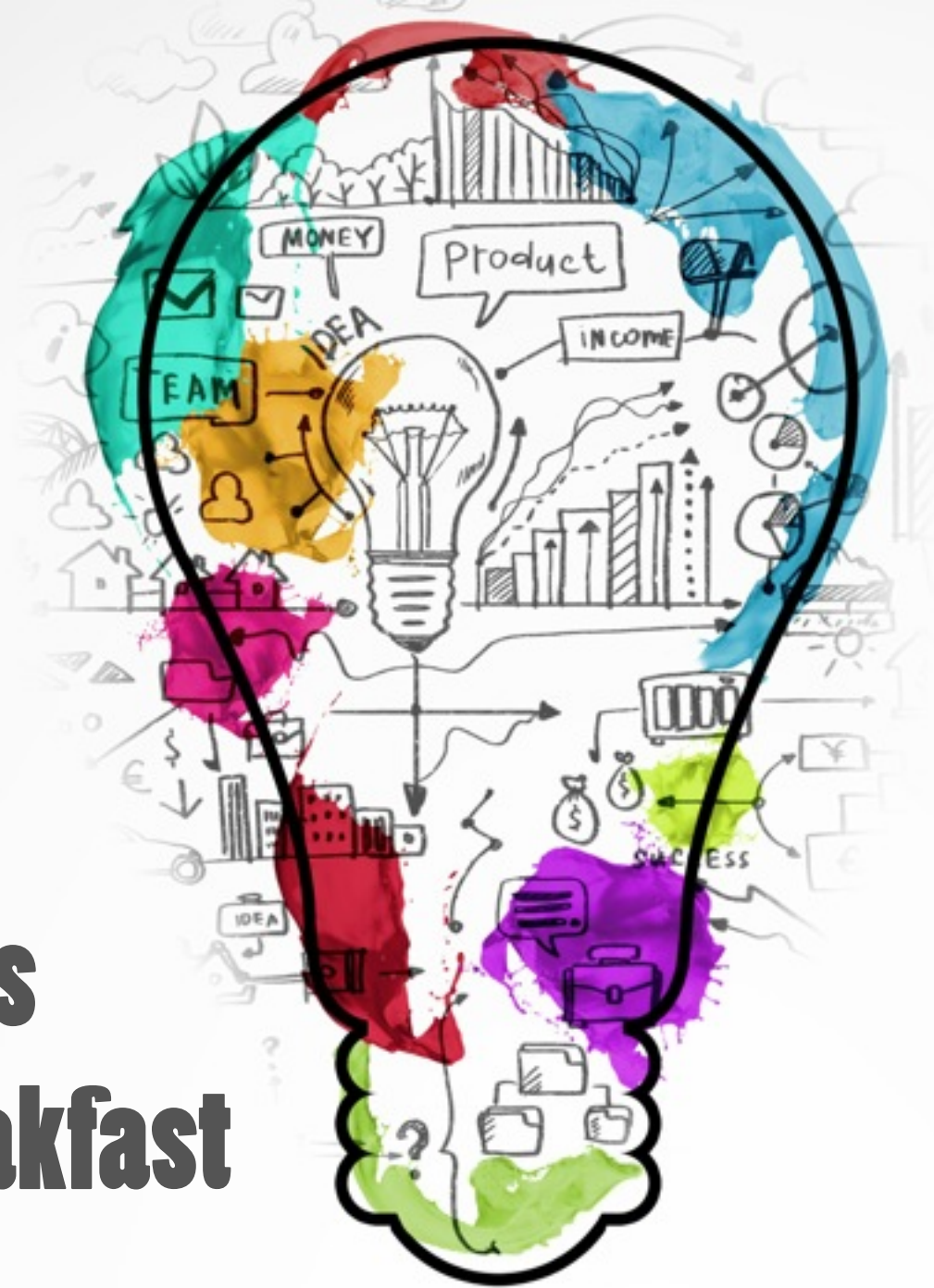
Discuss:
**What are the system
conditions that generate
your company culture?**

To change company culture you must



change system conditions

**Culture eats
strategy for breakfast
-Drucker**



**System eats
culture for lunch
-me**



Thank you!

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