

Rock Your Culture Worksheet #2: Mapping Your Future

If you are using them in order, you just worked through the first worksheet that gives you ideas on how to define your culture and start hiring, rating, and terminating employees based on it. Let's say your culture is a far, far cry from what it should be. What now? I'll share a great quote to get us moving in the right direction:

If you don't know where you're going, you'll never know it when you get there.

I've had people come to me with hairy culture issues that made me cringe. However, when it comes time to talk about making a change, all I get from them is "anything but this." That isn't a plan. A ship doesn't leave the dock without a planned destination or it will drift aimlessly. The same is true with an organization.

First we'll look at where you are. What is hated about it? Do you have support throughout the organization, or is the majority comfortable with how it currently operates? What would it take to change?

What needs to change?	What would it take?	Who supports change?

Once we know what you're moving *from*, we can focus on what we're moving *toward* with similar questions.

What would we change into?	Do we have what it takes?	Do we have the support for this?

In the end, if you have the resources and support to make the changes, then you are much more likely to be successful. If you have neither, then you are just one more person seen as complaining and “going against the grain” of the organization. It is disheartening to be in that position where things are out of your control, and in some cases, the only alternative is to leave and find another employer to work for.

Once you have mapped your future (making sure to include what you're moving away from as well as what you're moving toward), then you can start looking for ways to either get the resources you need or to get the organizational support you need to make the changes occur. It's not an easy task, but it has been done in other organizations, and it can be done in yours as well.