

TOOL DESCRIPTION

Culture Transformation Canvas






The Culture Transformation Canvas supports the entire process of culture change and thereby provides a clear overview.

The Canvas is single-page, simple template that covers the following aspects that are essential for driving cultural change:

- Pain points of actual business results
- Future results
- Cultural assessment including current behaviors and mindsets
- Cultural development needs
- Culture transformation through interventions

The Canvas cannot be finalized all at once, but it indicates what topics need to be touched on and what will be developed over time as part of the process.

Culture Transformation Canvas | Process

Business transformation 1-4 weeks 	Cultural assessment 6-8 weeks 	Culture transformation 6-18 months 
<p>Define the business focus. At this stage, the present and future results should be defined in a top management meeting.</p>	<p>Explore culture: Identification of conducive and obstructive aspects of culture e.g. in workshops with employees and leadership. Results are then evaluated by project team.</p> <p>Define cultural development needs. To define the cultural development needs, use the template and work on what you want to “get away from” and what to “keep up”. Additionally, you can dive into “towards” (new behaviors and mindsets that are needed).</p>	<p>Development of ideas for cultural interventions as well as of an agile development roadmap in project team workshops. Implementation monitored by using Kanban.</p>

Culture Transformation Canvas | Template

1 BUSINESS TRANSFORMATION

Pain points of actual results	Future results
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2 CULTURAL ASSESSMENT

Obstructive – away from		Conducive – keep it up		Conducive – new, towards	
Behavior	Mindset	Behavior	Mindset	Behavior	Mindset
Framework		Framework		Framework	
Basic assumptions					

3 CULTURE TRANSFORMATION

Lever	Measures	Desired experience	First sprint
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