



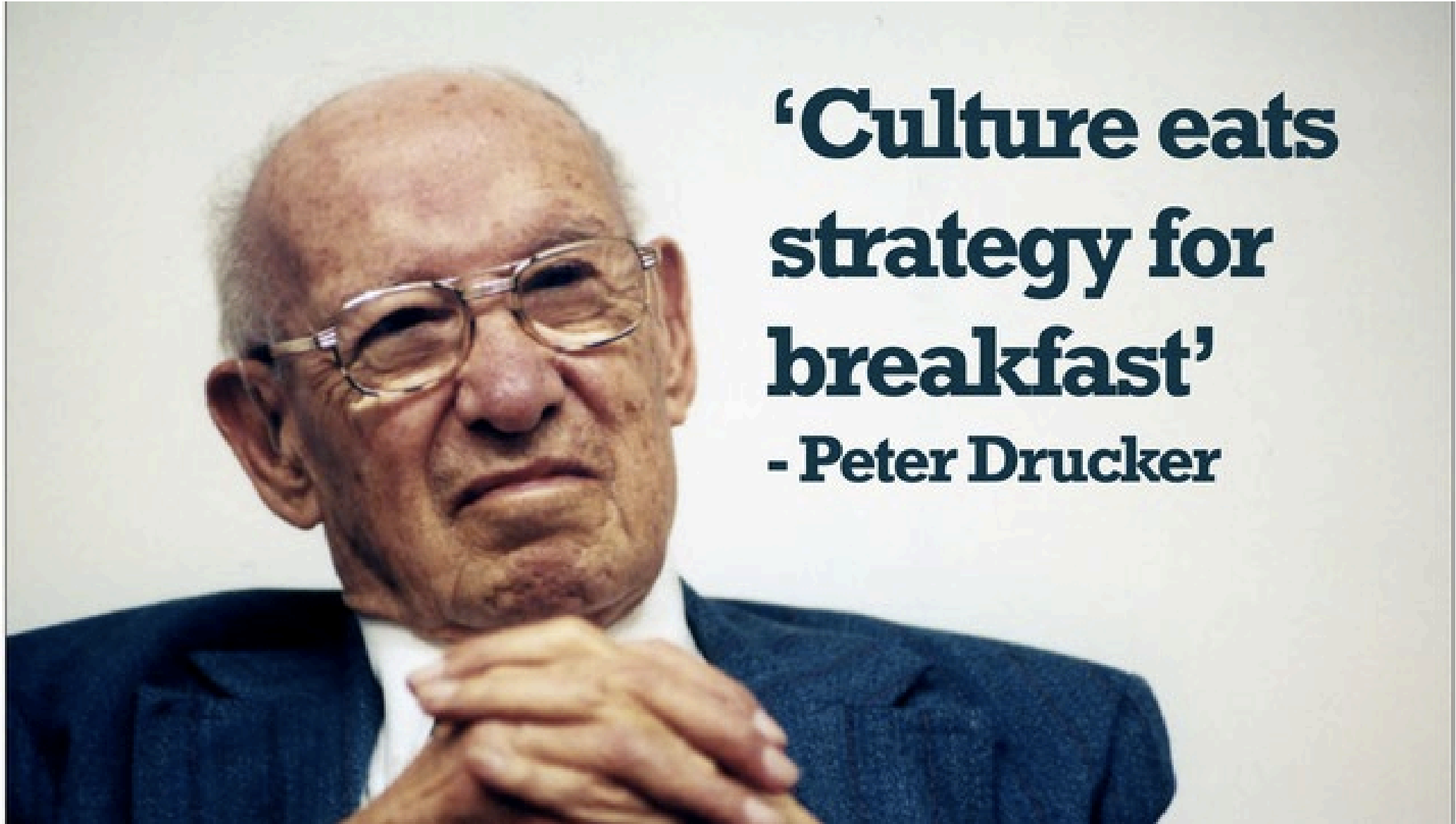
CULTURE

May the Force Be With You



Yoda: “The Force is what gives a Jedi his power. It’s an energy field created by all living things. It surrounds us and penetrates us. It binds the galaxy together.”

Deborah: “Culture powers PTA. It’s the type of energy created by the board. It surrounds and penetrates all PTA activities. It can bind everyone together or blow everything apart.”



**‘Culture eats
strategy for
breakfast’
- Peter Drucker**

“Culture is a broad set of traditions and habits developed over time that guide behavior.”

Jeremy Barlow, Board Effect

“Culture is what people do when no one is looking.”

Former Southwest Airlines CEO Herb Kelleher

Project Aristotle

- Charles Duhigg and James Graham examined why some teams thrive and others fail
- The right “norms” raise a group’s collective intelligence
- Equality of distribution of conversation turn-taking
- Average social sensitivity – intuiting how others feel based on verbal and nonverbal clues



Amy Edmondson, Harvard Business School on what makes the most effective groups

...“a shared belief held by members of a team that the team is safe for interpersonal risk-taking.”

Psychological safety is “a sense of confidence that the team will not embarrass, reject or punish someone for speaking up.”



https://www.youtube.com/watch?v=AYVUDw_DMKE 2:18



“Don’t underestimate the Force.”

Culture

- What's the “how” of our culture?
- What drives the culture?
- What constrains it?
- What behaviors are tolerated?
- What behaviors are rewarded?
- How are decisions made?

Credit to Claudette Rowley of Cultural Brilliance

What's the
first step?

**MAY THE
FORCE
BE WITH
YOU**

PTA[®]

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Changing organizational culture starts with





EmbellishedMinds.com

Even if you're on the right track, you'll get run over if you just sit there. ~ Will Rogers ~

A close-up photograph of a red die with white letters. The top face shows the letter 'Q', the left face shows 'B', and the right face shows 'A'. The die is set against a light, neutral background.

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