



Leadership, Culture and Change

CEFPI 2014 Annual Conference – Portland, OR

Speakers: Hayley Calhoun – Riverside Unified School District ♦ Julie Williams – Brailsford & Dunlavey

Defining Culture

Culture refers to the cumulative deposit of **knowledge, experience, beliefs, values, attitudes, meanings, hierarchies, religion, notions of time, roles, spatial relations, concepts of the universe, and material objects and possessions** acquired by a group of people in the course of generations through individual and group striving.



“Culture is the intersection of people and life itself. It’s how we deal with *LIFE, LOVE, DEATH, BIRTH, DISAPPOINTMENT*...all of that is expressed in culture.”

Wendell Pierce

“Culture is the
PROCESS by which a
person becomes all that
they were created
capable of being.”

Rolland Joffe

"A nation's culture
resides in the *HEARTS*
and in the *SOULS* of its
PEOPLE."

Mahatma Gandhi

Survey Says...



How is Culture Communicated and Reinforced?



"Once a leadership team has established behavioral cohesion and created clarity around the answers to those questions, it must then communicate those answers to employees clearly, repeatedly, enthusiastically, and repeatedly. When it comes to reinforcing clarity, there is no such thing as too much communication."

-Patrick Lencioni



How Does Culture

Impact the



Hayley's story

The Stages of Systematic Change

- Maintenance of Old System
- Awareness
- Exploration
- Transition
- Emergence of New Structure
- Predominance of New Structure



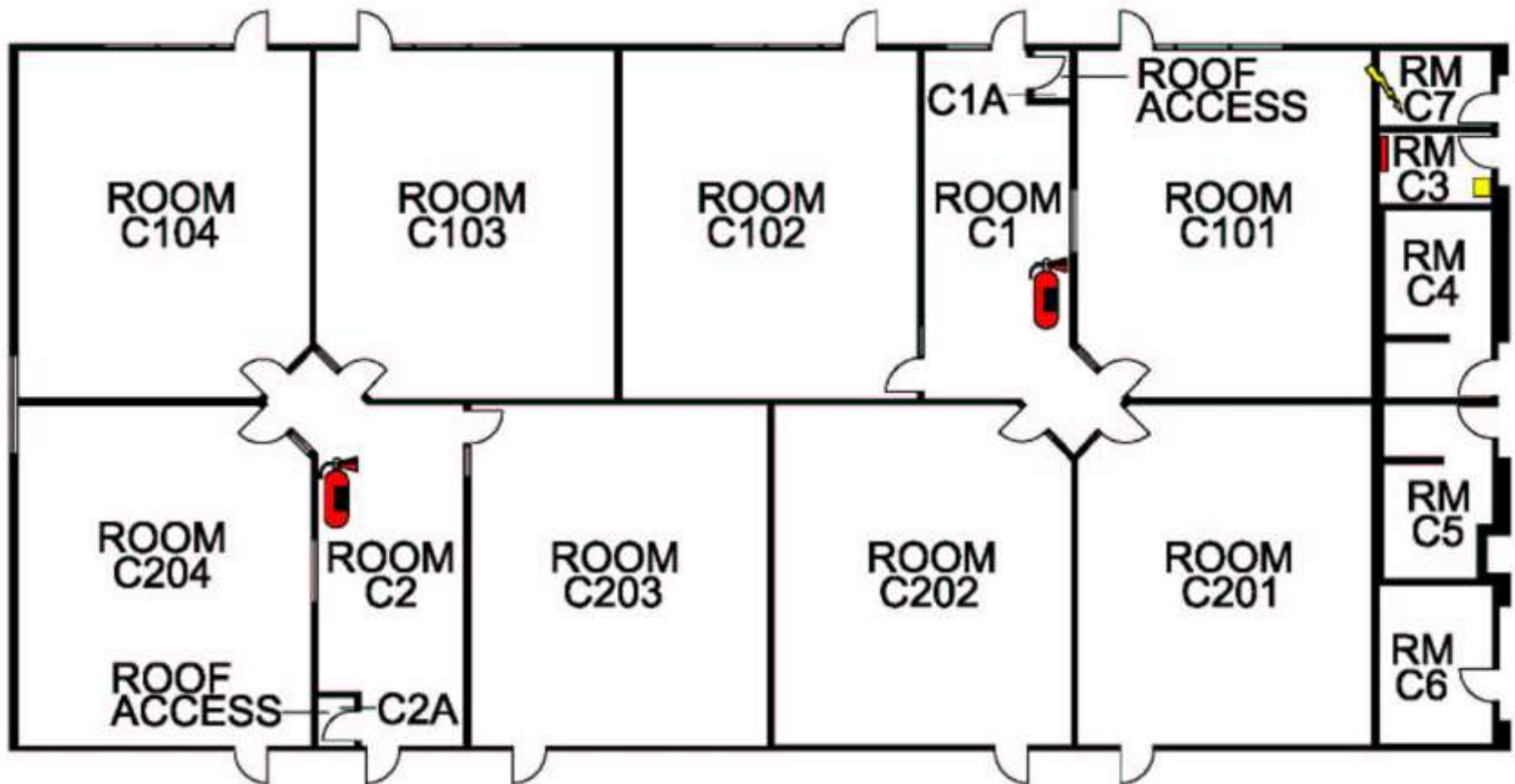
Established Culture

How Would You Initiate Change

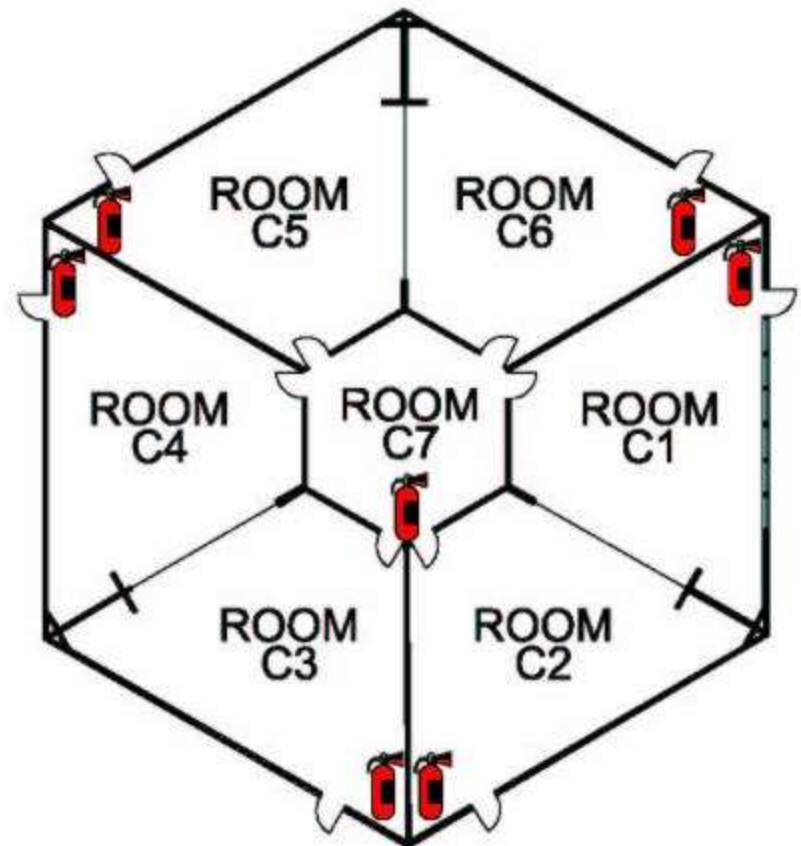
Brand New Culture



New Culture



Established Culture



F O C U S

“The secret of change is to focus all of your energy, not on fighting the old, but on building the NEW.”

-Socrates



E m b r a c e



A c c e p t

"Our culture has accepted two huge lies. The first is that if you disagree with someone's lifestyle, you must fear or hate them. The second is that to love someone means you agree with everything they believe or do. Both are nonsense. You don't have to compromise convictions to be compassionate."
-Phil Robertson

Facebook.com/LiberalBigotry



Implementing A Successful Community Culture

