

What is the Role of the Culture Leader? (Constructive Disruption)

A Culture Leaders can be thought of as a person that can constructively create enough disruption in a team, organization or community to arouse motivation to change and who can then organize (with others) the process needed to make the required changes. Both things are needed, but the need not be in the same person.

Question # 1: What disruption are you hoping to create for your team or organization? Why?

Questions # 2: How are you hoping arousing the internal motivation and curiosity within others?

Questions # 3: What processes or people require change? Who can be helpful here?

Organizational culture in particular matters because cultural elements determine strategy, goals, and modes of operating. If we want to make organizations more efficient and effective, then we must understand the role the culture plays in organizational life.

Question # 4: What is the culture style that is most negatively impacting your organization?

Cultural Style: _____.

Impacts:

Question # 5: What key problem or opportunity in your team or organization are you trying to solve?

If we want leadership to be more effective, we have to make leaders aware of their unique role as culture creators, evolves, and managers. This is where the concept of culture leadership comes in and is why it's essential that the culture leader either assist in setting the tone for the cultural expectations and / or they work with others to change the culture overtime.

Question # 6: What is your core leadership strength that can support the change required?

Question # 7: What is your core leadership weakness that required support from another person to help the change occur? Who specifically can help?

Culture leaders should therefore have several characteristics if they are to arouse motivation in others to change and learn. Of these attributes which items require more work?

1. Credibility. Whatever they say must be believed (not discounted)

2. Clarity of vision. Whatever they say must be clear and make sense.

3. Ability to articulate the vision.

They must be able to state verbally and in writing what it is they perceive and what the implications are for the future of the organization. They must be able to translate their vision into a desired new behavior.

4. Understanding of cultural dynamics at different stages of organizational growth.

5. Process skills to create the management process needed to implement planned change programs that are appropriate to the organization's age, size, and business / technological / cultural context.

6. Most importantly, have a constructive leadership style that can create and foster an environment of psychological safety for self and others.

7. Additional thoughts...