

# Tell tale signs it's time for an upgrade to your culture

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# Lack of clarity on what the culture needs to be

This is a good place to start. And it should come from the top. Leadership behaviours can, and do, make or break a culture.

Senior leaders have to truly believe in, and be role models of, the culture they are trying to build and maintain. It can't just be something that is mentioned in a job interview or painted on the walls as "culture statements".

Clarity and alignment are key, from every single person in the organisation.

# Lack of trust

Trust is the lubricant that makes organisations work well.

You may not see trust as a line item in your financials, but it's there.

Many studies point to the fact that productivity, income and profits are negatively or positively impacted depending upon the levels of internal and external trust in a company. Most leaders and managers think they are trusted when in fact, for the most part, they're not!

The reality is that trust-building behaviours have to be constantly worked on and developed over time ... but few organisations do any of this.

# Existing culture doesn't align with the purpose and vision

The culture also has to be designed to meet – or exceed – the goals of the company – to fulfil the purpose and vision if you will. For example, if a core requirement of the business is to foster an entrepreneurial environment then there have to be systems in place to support that.

Employees have to feel empowered to take risks and be creative. The culture has to be nimble and adaptive. All behaviours must align with this. If that's not happening then you know that an entrepreneurial environment isn't authentic and therefore it's not actually part of the culture.

# After all is said and done, there's a lot more said than done!

Talk is cheap. Leaders can talk all day about how great their company culture is but it has to start at the top. It's one thing for leaders to constantly communicate a culture of teamwork and integrity only to behave without integrity outside of the office - nobody is going to listen to them anymore ... because it's not real.

That's one of the many aspects of leadership – a successful leader lives, eats and breathes it – even when no one is watching.

Every organisation needs to develop leaders to become more inspirational in order to create the performance breakthroughs they need ... get in touch. We love to help.

Call us on 01244 681068 or email [sales@sewells.com](mailto:sales@sewells.com)

We've had remarkable results across all sectors and we'd love to help you achieve your business performance goals