

Culture Eats AI for Breakfast

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AI results

Your culture

AI potential



culture and AI

- culture patterns
- change readiness
- culture playbook

culture:

collection of words, actions, thoughts, and
“stuff” that clarify and reinforce what is truly
valued in an organization.



why are values
not valued?



competing commitments



competing commitments

having a life

doing well at work



culture patterns:

competing commitments inside your culture
that prevent a cultural value from being lived
fully or as intended.




culture patterns


 heavy
agility

 awkward
collaboration

 incrementally
digital

 intangible
growth

 incomplete
innovation

 lagging
transparency

 micro
inclusion

 shallow
solutions



culture patterns

 heavy
agility



awkward
collaboration



incrementally
digital



intangible
growth



incomplete
innovation



lagging
transparency



micro
inclusion



shallow
solutions

innovation

concepts

"incomplete innovation"

practices

3.95

Future focus (N3)

3.89

Inspiration (N4)

3.88

Permission to hack (N7)

3.79

Creativity (N5)

3.61

Continuous improvement (N8)

3.53

Experimentation (N6)

3.49

Risk taking (N1)

3.36

Testing new ideas (N2)

HIGHER

AVERAGE

LOWER

incomplete innovation

how it shows up

- duplicated efforts



incomplete innovation

how it shows up

- duplicated efforts
- incremental change



incomplete innovation

how you fix it

- psychological safety
- work space design



collaboration

individuals

4.37

Sharing the workload (C4)

4.02

Leveraging relationships (C5)

3.97

Facilitation (C7)

"awkward collaboration"

3.89

Teaming up (C6)

3.75

Communications platforms (C2)

3.68

Egos in check (C8)

groups

3.39

Boundaries, borders, territories (C3)

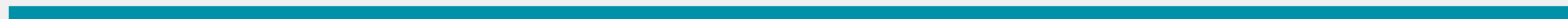
3.32

Cross-functional communications (C1)

HIGHER

AVERAGE

LOWER



awkward collaboration

how it shows up

- missed opportunities
- slower change



awkward collaboration

how you fix it

- reduce cognitive load
- make hierarchy accessible



culture change



culture change playbook

PROCESS

**STRUCTURE/
DESIGN**

TECHNOLOGY

TALENT/HR

**RITUALS/
ARTIFACTS**

STEWARDSHIP



culture change playbook

PROCESS

**STRUCTURE/
DESIGN**

TECHNOLOGY



culture change playbook

TALENT/HR

**RITUALS/
ARTIFACTS**

STEWARDSHIP



culture change playbook

STRUCTURE/
DESIGN

redesign work space



culture change playbook

TALENT/HR

conflict resolution training



culture change playbook

TECHNOLOGY

“AI experiments” channel



culture change playbook

PROCESS

RACI model



culture change playbook

PROCESS

TECHNOLOGY

project management



culture and AI

- culture patterns
- change readiness
- culture playbook



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let's talk

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