



AGILE GURGAON 2016



27-28 May 2016

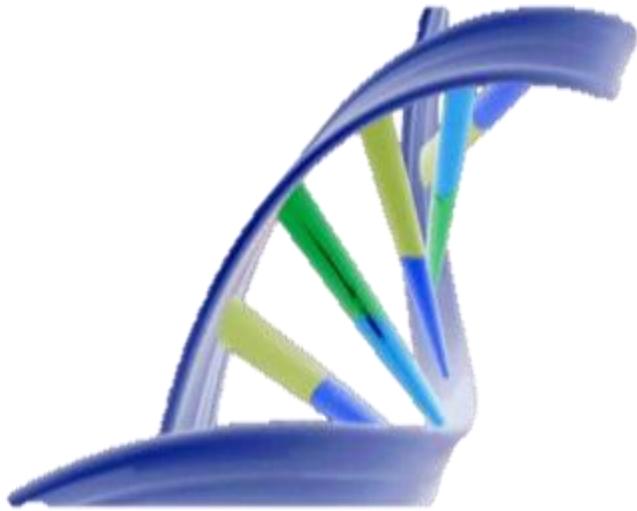
The Leela Ambience Hotel,
Gurgaon

www.agilegurgaon.com

AGILE GURGAON

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What's your Cultural DNA ?



- By Vidya Bhushan and Lalita Chandel

Speaker Profile



Lalita Chandel

- Agile Consultant, Coach, 10+ Years
- Change Evangelist, Mentor and Speaker



Vidya Bhushan

- Agile Consultant, Coach, 7+ Years
- Choreographer, Traveller



“A system must be managed. It will not manage itself. Left to themselves, components become selfish, competitive, independent profit centers, and thus destroy the system....

*.... the secret is cooperation among the component systems toward the aim of the **Organization**”*

W. Edwards Deming

*“If you get the **Culture** right, the other stuff will take care of itself.”*

Tony Hsieh, CEO – Zappos.com

“ If you do not manage culture, it manages you, and you may not even be aware of the extent to which this is happening.” – Edgar Schein



Culture eats Strategy for Breakfast Everyday !

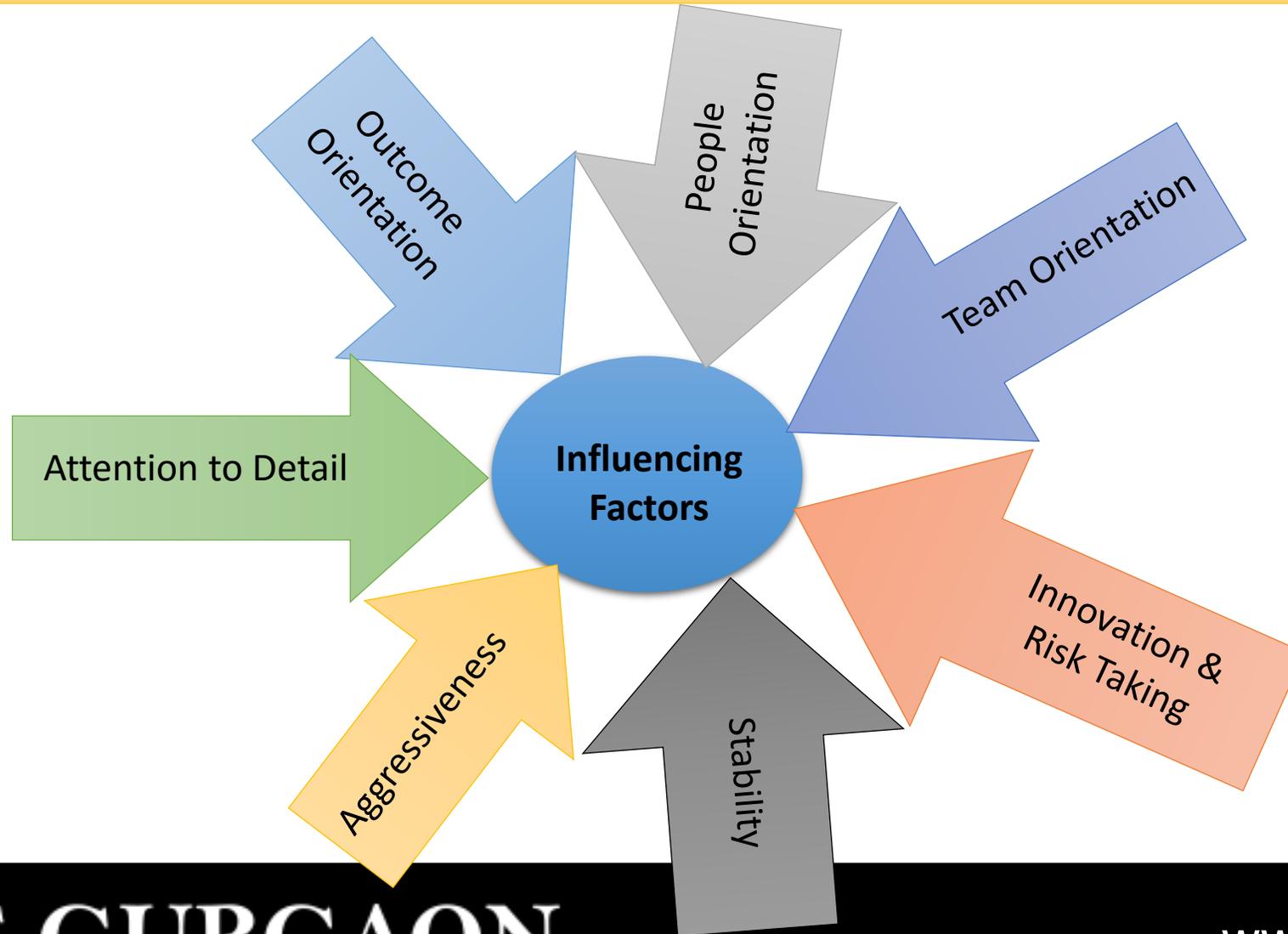
A photograph of an iceberg floating in the ocean. The visible tip of the iceberg is on the right side of the frame, while the much larger, submerged part of the iceberg is on the left side, illustrating the concept of culture being mostly unseen. The sky is clear blue, and the water is a deep blue.

Culture is like an
Iceberg.

And there is a lot that is un-seen !

What is Organizational Culture?

A value system held by members of an organization that varies in every organization.





There are different types
of Organizational Culture !

Competitive

Achievement – Microsoft, Oracle

Controlled

Power, Security – CA, IBM

Creative

Self Actualization – Apple, Google

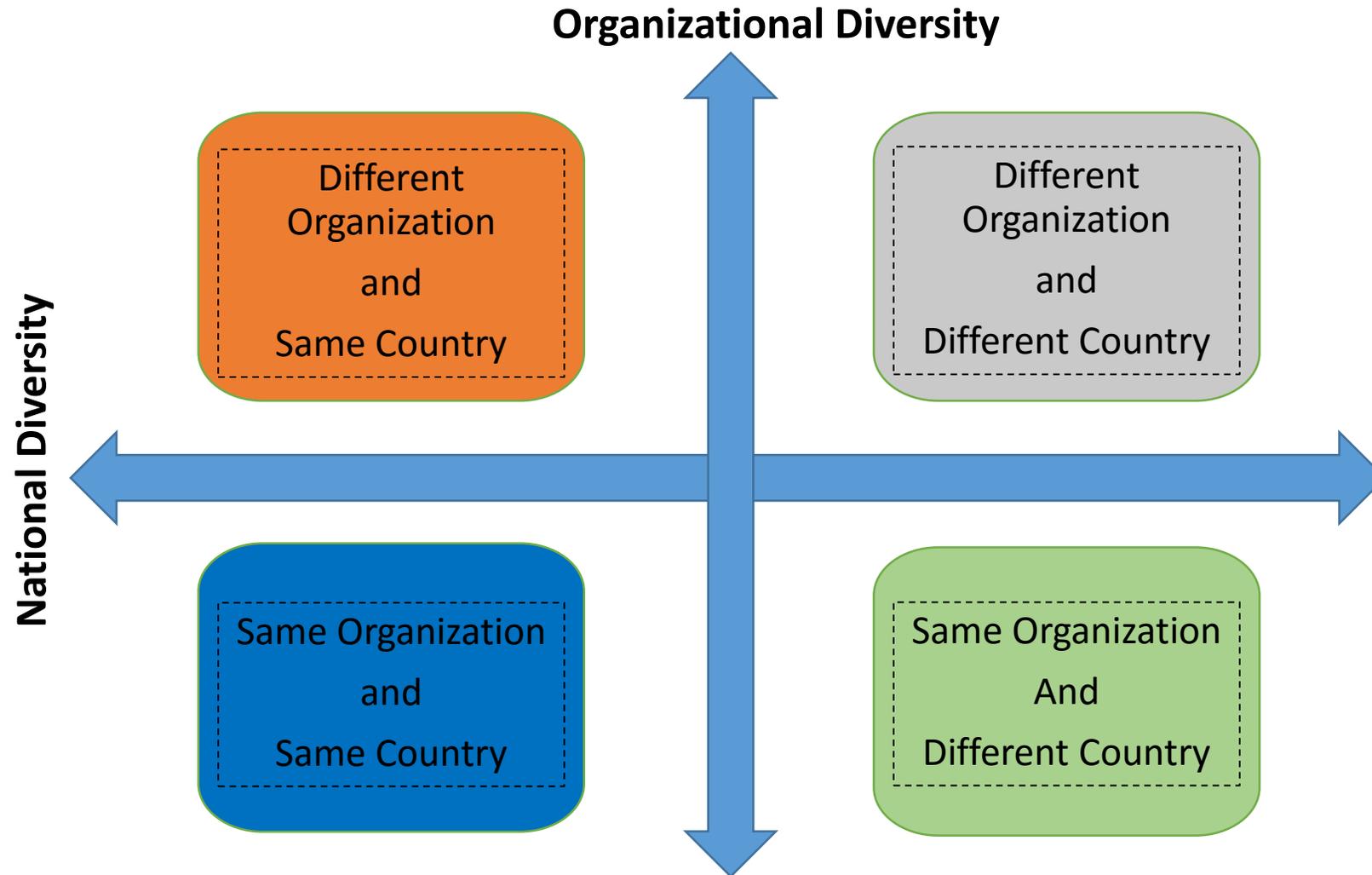
Collaborative

Affiliation - HPs



Looks Simple ?

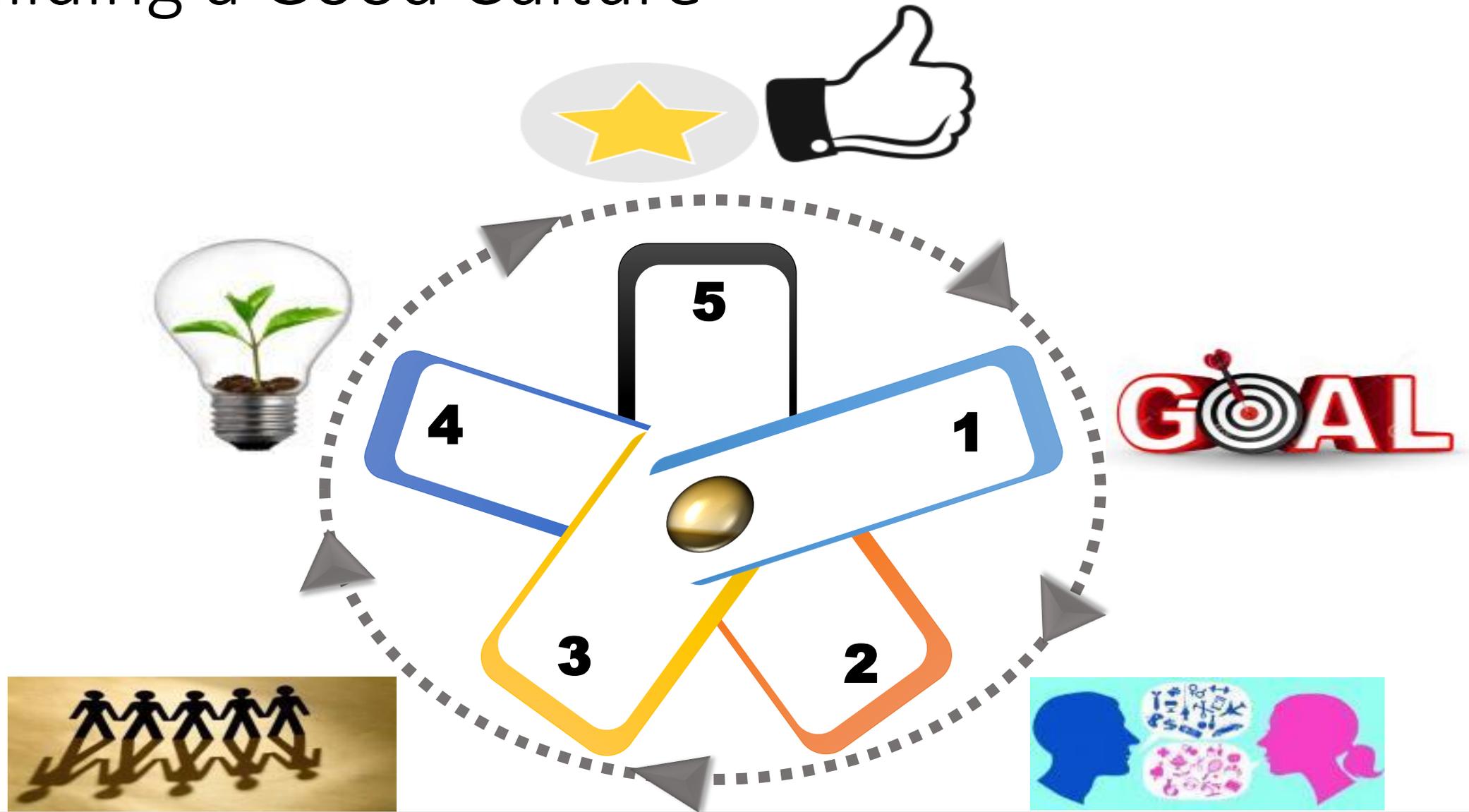
Challenges in Cultural Transformation?



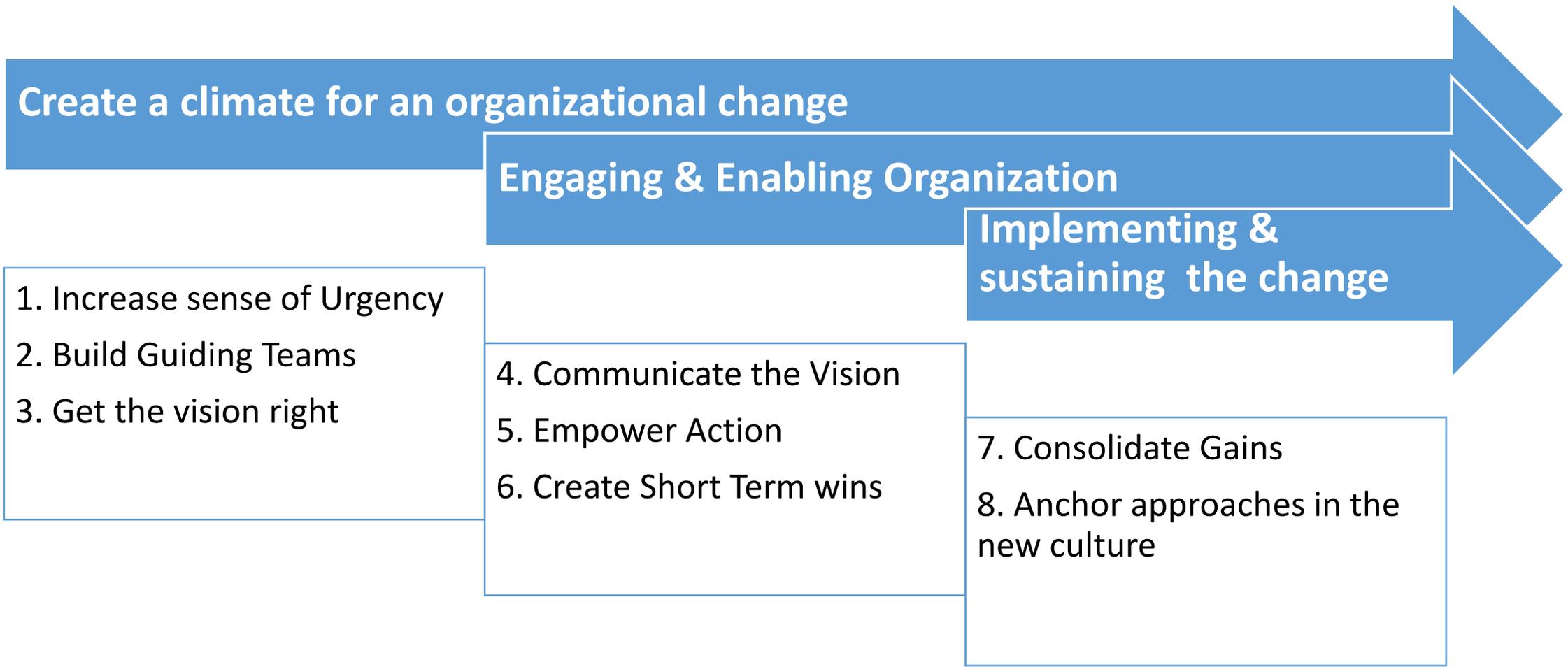
Common Traps



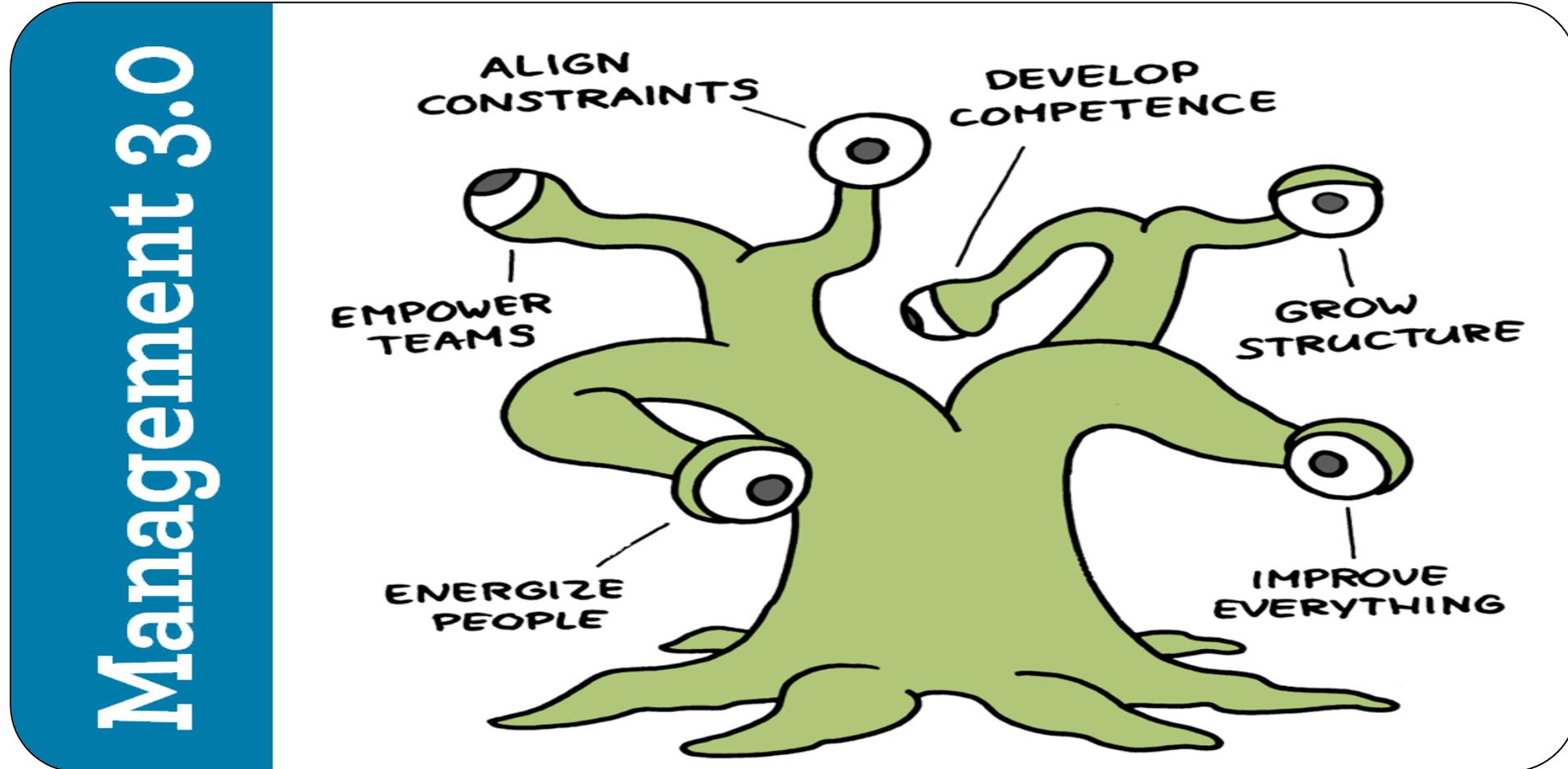
Building a Good Culture



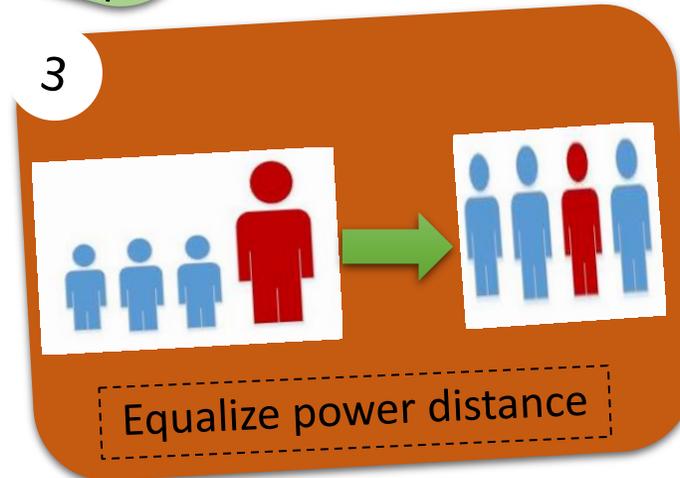
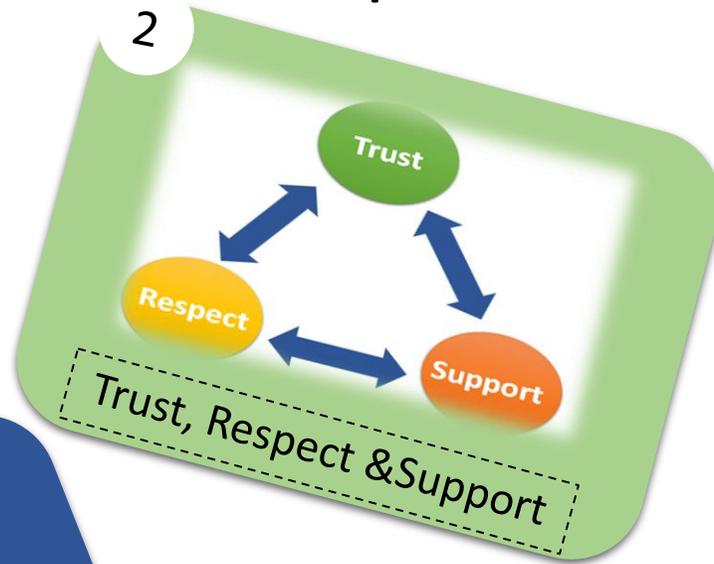
Kotter Change Model – *Transforming Organizations*



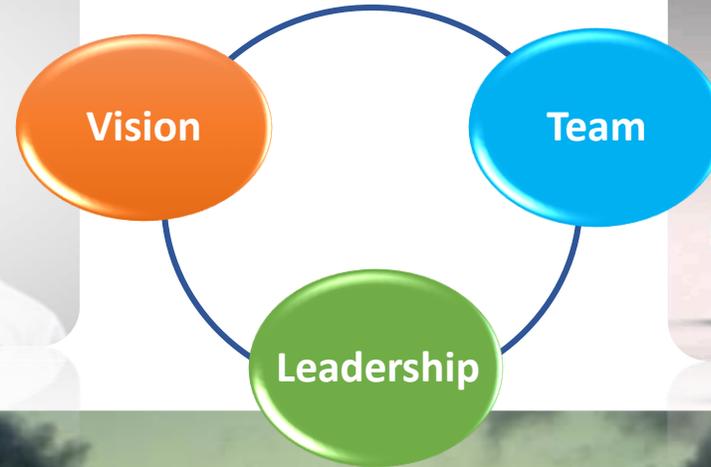
Management 3.0



Role of Leadership



Key Takeaways



Thank You

Lalita Chandel

Agile Consultant

Tata Consultancy Services

Mail to: Lalita.chandel@tcs.com

LinkedIn: <https://www.linkedin.com/in/lalita-chandel-27184825>

Vidya Bhushan

Agile Consultant

Tata Consultancy Services

Mail to: Bhushan.vidya@tcs.com

LinkedIn : <https://in.linkedin.com/in/vidya-bhushan-325a38b>

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