Culture Coaching: The Power to Transform Leaders and Institutional Climate

February 15, 2018

Sponsored by Pearl Alexander, Executive Director for Diversity, Inclusion and Engagement Georgia Institute of Technology
Higher Education Culture

Management Training and Leadership Development are optional and may not be viewed as priority.

Poll Question
How are you spending the most of time?

Culture Transformation
Organizational Culture – Our Expectations

- Define
  - Organizational culture is a system of shared assumptions, values and beliefs that governs how people behave in organizations.
  - The culture of an organization is ingrained in the behavior of the members of an organization and is very difficult to change. For this reason, culture can be thought of as the ‘personality’ of the organization.

Organizational Climate – Lived Experiences

- Based on leaders interpretation of cultural norms
- We define organizational climate as how members of an organization experience the culture of an organization.
- The climate of an organization is subject to change frequently and can be shaped by the upper management of an organization. If culture represents the personality of the organization, climate is the organization’s mood.

Poll Question

How would you describe your leadership culture as actively working toward inclusivity?
The Role of People Leaders

*THE THREE MOST IMPORTANT WAYS TO LEAD PEOPLE ARE:*  
*BY EXAMPLE ... BY EXAMPLE ... BY EXAMPLE.*  
*—ALBERT EINSTEIN*

Research on Leadership and Culture

*Us and Them*  
We need to move from experience to relationship  
*—Stan Hauerfeld*

Our Goal at Georgia Tech

*Achieving Inclusive Excellence*
Actively working to Create an Inclusive Culture
Operationalizing Inclusion

Four Ts of Transformational Leadership
- Individualized Consideration
- Intellectual Stimulation
- Inspirational Motivation
- Idealized Influence

Leadership Brand – Valued Behaviors

Professional Coaching for Leaders
- Credentialing
  - ICF Credential Holders are part of a self-regulating group of elite coaches who provide accountability to clients and the coaching profession as a whole. They pursue and complete rigorous education and practice requirements.
Coaches Create and Hold Space for Transformation

What else do coaches do?

Ask Powerful Questions
- Who are you?
- Who are you meant to be?
- Who do you want to be?
Georgia Tech’s Model for Creating Culture Champions
Co-Active Coaches – Who blend abilities to coach post learning event
Establishing a more general coaching engagement assessment tool

“We meet ourselves time and again in a thousand disguises on the path of life” – Carl Jung

SDIE Video (Place Holder)
Culture Transformation at Georgia Tech

Proactively honoring and cultivating

- Self-Awareness
- Unconscious bias
- Blind spots

- Honing Emotional and Social Intelligence
  - Empathy

Identity and Self-Acceptance

Social Intelligence
Empathic Listening Video – Place Holder

https://www.youtube.com/watch?v=1Evwgu369Jw

Leadership Legacy Building

Who has participated?

- Executives
- Senior Leaders and Administrators (faculty and staff)
- Men and Women
- Early career, mid-career
- Emerging Leaders
Who Do You Want to Be?

Poll Question
Would you like to proactively use the services of an executive or leadership coach?

Follow-up Poll Question
If you answered yes to the previous poll question, how soon would you like to engage the services of an executive or leadership coach?
Q&A

• Gratitude and Reflections

Thank you! Until next time …

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Thank You!

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