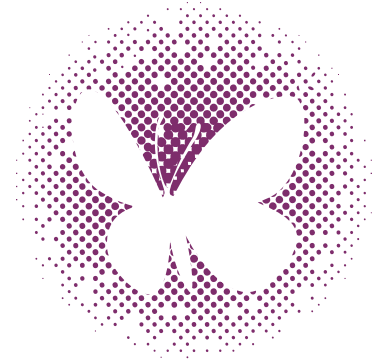


Client Case Study:

Cultural Change Toolkit Training at The Institution of Engineering and Technology



The Cultural Change Company was proud to have been commissioned by The Institution of Engineering and Technology (<https://www.theiet.org/>) to deliver our Cultural Change Practitioners Tool Kit programme to key leaders within their change team.

The leaders involved included the executive leadership team and influential managers and colleagues from throughout the organisation. The three modules that were explored through the course, which is a Chartered Management Institute (CMI) Recognised programme included:

1. **Cultural diagnostics and action research**
2. **Intervention design**
3. **Intervention implementation and evaluation**

Morna Dason-Barber FCIPD (People Director) reflected on the learning experience and said:

'Deciding to work with David was one of the best decisions we have made. As many know, cultural change can be hard, but with the right approach and interventions, the results are worth any upfront investment. Working as a true business partner, David brought his immeasurable experience, knowledge and good humour and with it imbued us all with the confidence, energy and a practical tool kit to deliver an impactful programme of culture change for the IET. I highly recommend David to anyone considering culture change within their organisation.'

Skills transfer objectives included action learning themes such as :

- **Applying various techniques of cultural analysis in an organisational situation.**
- **Designing and implement effective cultural change strategies.**
- **Operating a model of rapport-building that enhances stakeholder relationships.**
- **Relating to conscious leadership as a valued leadership style for cultural change.**
- **Communicating the case for change with impact and influence.**
- **Selecting an appropriate research strategy for evaluating cultural progress.**

Andrew Fennemore Chartered MCIPD, BA Hons, PGDp (People Development Manager) said of the course

"The whole programme offered all delegates the opportunity to learn more about the science behind changing organisational cultures. It helped us all reflect deeply on the culture at the IET and 'go deeper' to gain a fuller understanding of what's going on in our organisation, our 'to be' state and what we want to do to bridge the gap. Delivered with passion, humanity and disarming honesty, our time with David was not only useful and immediately applicable, it was enlightening and enjoyable too. I would not hesitate to work with David again and wholeheartedly recommend him and his work"