


# The Leader's Role in Culture and Compliance

*Shaping a Culture That Values Compliance*

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## Today's Mission

- Define different organizational cultures and their impact on compliance.
- Discuss research-based strategies for cultural transformation.
- Provide tools to embed EEO values into leadership practices.

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## What is Culture?

A system of learned values and norms shared among a group of people , when taken together, constitute a design for living.

## Culture in the Workplace

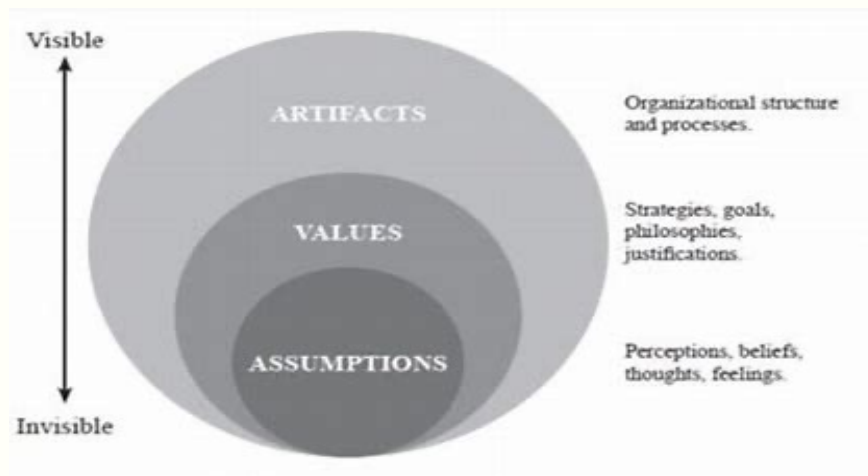
- The unwritten rules of how things get done
- What is celebrated
- What is tolerated
- What you can and can not do in an organization

## A Leaders Role

- ▶ Leaders Create Culture
- ▶ Culture Drives Behavior
- ▶ Behavior Produces Results



## Shein's Culture Framework



## Types of Organizational Cultures

- Winning/Market Culture: Results-oriented, focused on performance.
- Learning Culture/Adhocracy: Values innovation, feedback, and growth.
- Hierarchical Culture: Set Rules, processes and policies. No short cuts.

## Types of Organizational Cultures

- Inclusive/Open Culture: Values Cooperation, Prioritizes diversity, respect, and fairness.
- Toxic/Closed Culture: Marked by fear, distrust, and poor communication.

## Organizational Culture Change Models

- Kotter's 8-Step Change Model: Build urgency and engage stakeholders.
- SCARF Model: Ensure employees feel safe, connected, and valued. – Theory of Psychological Motivation
- Behavioral Science: Employees imitate leadership behaviors.

## Kotter's Eight Step Change Model

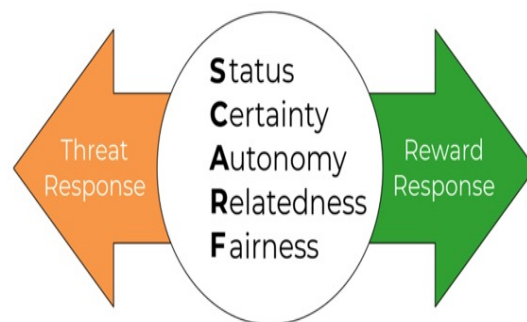
- ▶ 1. Creating a sense of urgency
- ▶ 2. Forming a powerful coalition
- ▶ 3. Creating a vision for change
- ▶ 4. Communicating the vision

## Kotter's Eight Step Change Model

- ▶ 5. Removing obstacles
- ▶ 6. Creating short-term wins
- ▶ 7. Building on the change
- ▶ 8. Anchoring the changes in corporate culture.

## SCARF model

- ▶ Status,
- ▶ Certainty,
- ▶ Autonomy,
- ▶ Relatedness,
- ▶ Fairness.



- ▶ Dr. David Rock 2008

## How to Ensure EEO Compliance

- Develop Strong Policies
- Train Employees and Managers
- Ensure Equitable Practices
- Accommodate Employee Needs
- Maintain Accurate Records

## Practical Steps for Leaders

- Assess the current culture through surveys and focus groups.
- Lead by example, demonstrating fairness and respect.
- Communicate the 'Why' behind EEO compliance.
- Celebrate progress and embed values in processes.

## Sustaining the Momentum

- Create accountability systems.
- Provide continuous learning opportunities.
- Regularly assess and refine cultural initiatives.

Leadership is the  
capacity to translate  
vision into reality.



**Thank You!**