Spring 2018 House of Delegates Meeting
Assessing the HOD Culture Background Information

As you know, we are in the first year of the Academy’s new Strategic Plan. Across the Academy, efforts are underway to ensure the appropriate structures, functions, and processes are in place to help us achieve our new Vision and Impact Goals. The House of Delegates needs to be a part of this process to ensure our work will support the new Strategic Plan. Our journey of examination will be a multifaceted process, spanning across Academy program years. Our first step in the process is to look at our culture. Culture is all things: words, actions, behaviors, and experiences that reinforce and clarify what is truly valued in your organization.

Why culture? Culture is the foundation of who we are as a House of Delegates. It is a reflection of our organization’s values and everything in it should reinforce what drives our success. Our culture evolution will look at who we are now, who we need to be in the future, and what we need to do to get there. We will explore the question: “How do we need to evolve the culture of the HOD to best reinforce the Academy’s success drivers and produce meaningful outcomes supporting the Strategic Plan?”

Priorities*

Pre-Meeting
Measure
We had an 85% response rate (statistically significant) on the validated WorkPlace Genome® Survey. Respondents included current delegates as well as those whose term ended in 2016-17.

Spring HOD Meeting
Analyze
We will use the top accelerants, inhibitors, and priorities noted in the survey. At the HOD meeting we will discuss, as it relates to the HOD’s culture:
Who Are We?
Who Should We Be?
What Are We Going to Do About It? (Culture Evolution)
End product = a preliminary "To Do" list (Culture Priorities)

Post-HOD Meeting
Activate
The HOD Culture Team, which includes 12 delegates, will be activating a plan over the next year based on the Culture Priorities. Reports will be provided to the HOD. This will lead us into the next steps for the fall HOD meeting. The HLT will also review and discuss your feedback from the open-ended questions as a part of their regular meetings and planning discussions.

*Review the Glossary of Terms, Culture Survey Topline Results, and the Academy Strategic Plan. These documents will help you begin to recognize terms and concepts that will be used during the meeting.
We are utilizing WorkXO’s proven Culture Management Platform to guide the process. As we approach our culture assessment, we ask you to suspend any judgements of “right” or “wrong,” “good” or “bad.” Our goal is to look at those things we want to *preserve* that help us *recognize our successes* and to explore other areas we may wish to *evolve* to ensure our culture is truly a reflection of who the HOD needs to be to successfully support the Strategic Plan.

**Our culture reinforces and clarifies what’s truly valued in the HOD.**

Once we have identified our desired culture and activate a plan for getting there, we can use this information to explore the implications for our leadership in the future (e.g., structure, composition and function of the House of Delegates that is needed by the Academy).