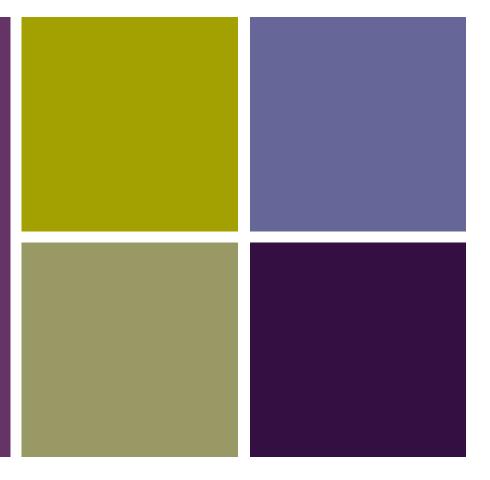
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From Compliance with Rules to Commitment to Values



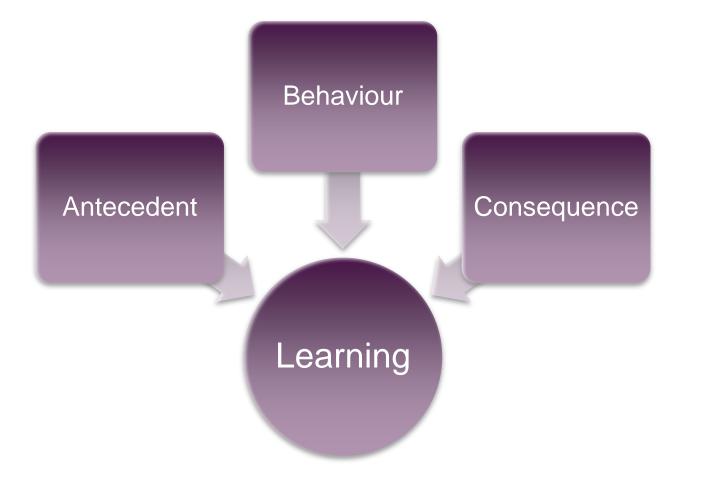
Sarah Lewis Appreciating Change



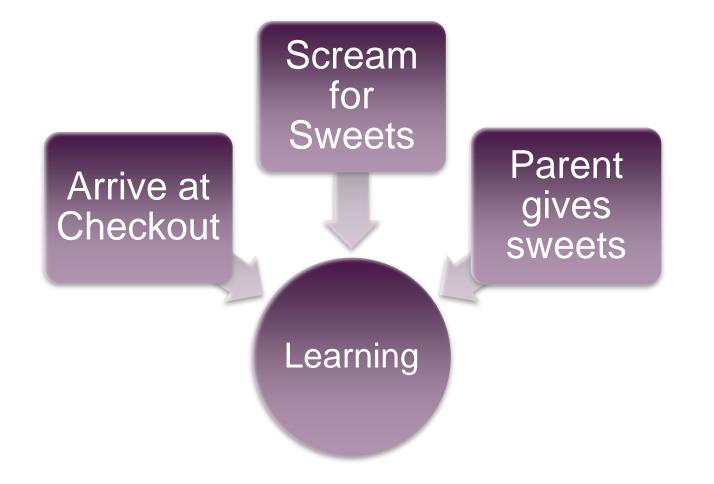
- The A B C of behaviour change
- Non-compliance, patterns of consequences
- People rule followers and others
- Possibilities Changing consequences, Values and culture



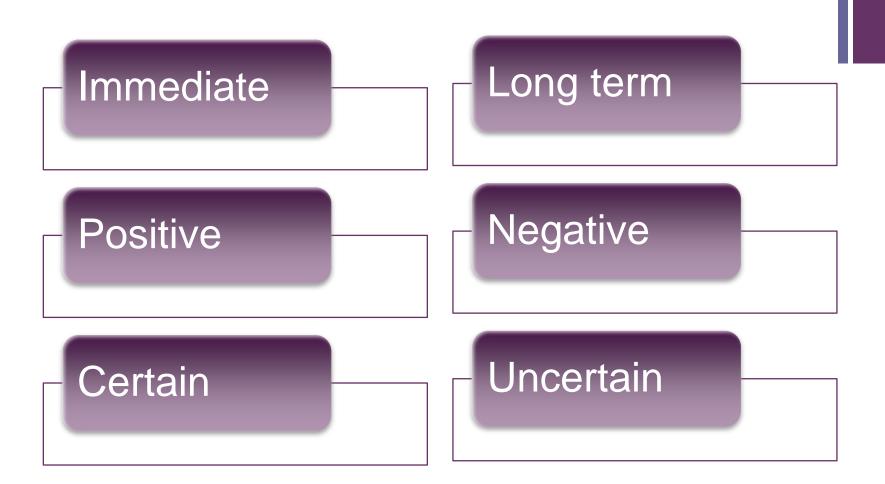
+ A B C of behaviour and learning







+ Consequences of non-compliance



Continuous self-reinforcing learning

One time learning event – possibly!











Individual Consequences

- Sanctions and Rewards
 - Immediate
 - Consistent
 - Meaningful
- Sanctions punish unwanted behaviour negative consequences
- Rewards reward desired behaviour
- Individual, external drivers, imposed, compliance



Organisational Values and Culture

- Build 'Security Conscious' Culture
 - Values for instance Privacy – ours and clients
 - Easy Slogans –
 - Leaders' behaviour crucial.
 - Actions speak louder than words
- Communal, Co-created Values
- Become 'can't not do' feels wrong (matter of conscience)
- Communal, internal drivers, self-regulated, commitment

Our commitment to safety:

John Sisk & Son Ltd is determined to run this site with Zero Incidents and Zero Injuries.

We believe that incidents and injuries are avoidable and that working without fear of injury is a human right

This site is planned, set out and managed to be a safe place of work.

We ask everyone who enters this site to share our commitment and do whatever it takes to deliver this promise.



Zero Incidents. Zero Injuries.

+ Whole Group Processes

- Whole system
- Participatory
- Empowering and Motivating
- Relationship based
- Create shared aspirations
- Social, emotional processes
- Building commonality values, priorities, aspirations
- Change happens in the experience of working together as well as in activities afterwards
- Build social capital, collective commitment





Building shared values through events



- Appreciative Inquiry
- World Café
- - Search
 - SimuReal

Moving from 'I have to' to 'I want to'

Appreciating Change

Sarah Lewis

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Positive Psychology at Work

Inquiry Create Inspiring Organizations

Sarah Lewis





Using AI to Facilitate Organizational Development

Sarah Lewis Jonathan Passmore Stefan Cantore

Thank You