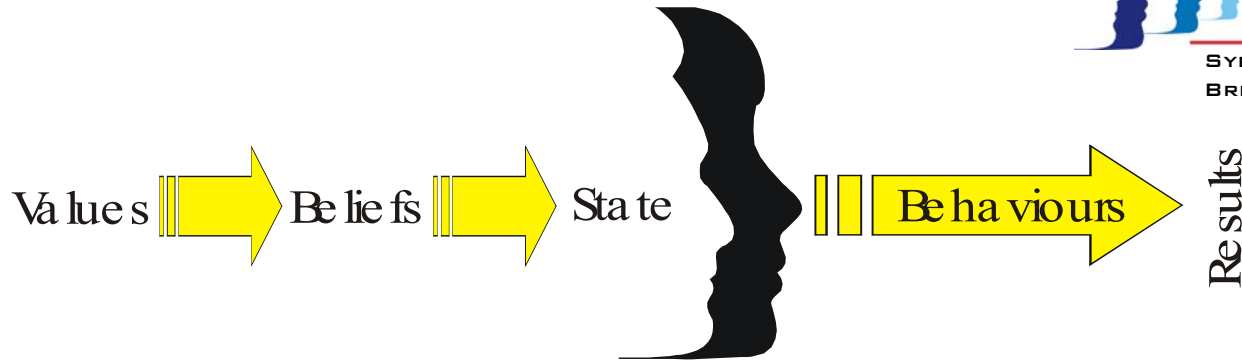


# Behavioural Transition Interventions



**Interventions taken to ensure a change in culture have effects at a number of levels. To change results by direct intervention requires the most time because each and every result must be specified. The further towards 'values' that a cultural change process occurs, the more leverage is acquired; and the lower is the investment in time and resources.**

Values	Beliefs	State	Behaviours	Results
<ul style="list-style-type: none"> <li>Encourage key values through reinforcing systems: power, community, belonging, development, reward, security</li> <li>Values exist within a context. They are not universal.</li> </ul>	<ul style="list-style-type: none"> <li>Recruit people with the preferred beliefs</li> <li>Change the people</li> <li>Install change managers who walk and talk the desired beliefs</li> <li>Build rapport, pace existing behaviours and lead to new beliefs</li> </ul>	<ul style="list-style-type: none"> <li>Introduce fear for non-compliance</li> <li>Introduce reward for compliance</li> <li>Make examples and publicise the effect on people.</li> <li>Build esprit de corp</li> <li>Train managers in situational leadership to deal with employee needs for support and coaching</li> </ul>	<ul style="list-style-type: none"> <li>Create a reward system</li> <li>Educate</li> <li>Policies, Procedures and Instructions</li> <li>Terminate non-compliance</li> <li>Plant new people as managers</li> <li>Structural Changes</li> <li>Workflow changes</li> <li>IT system that requires particular behaviours</li> <li>Performance Management System</li> <li>Train people in specific deliverables</li> <li>Pay overtime</li> </ul>	<ul style="list-style-type: none"> <li>Monitor and supervise to ensure delivery</li> </ul>

