



Understanding and Shaping Organizational Culture

with Sherrill Burns, Culture-Strategy Fit Inc.

Tuesday, May 18, 2010

Room 12-199, OISE, 252 Bloor St. W., Toronto

◆ A light, buffet dinner: 5:30 pm

◆ The workshop: 6-9:00 pm

Fee: \$19.00 + GST (dinner cost)

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The history of organizations is a litany of those that have adapted and grown in capacity, and others that have stumbled and fallen. As we look backward in time, it's easy to see how some organizations have developed a strong cultural foundation and unique cultural dynamics, and thereby supported sustained success.

The looming question is how OD practitioners and leaders can understand the cultural dynamics at work, and more proactively shape culture, to create vibrant organizations that fulfill their purpose.

Our session will focus on helping OD practitioners and leaders explicitly understand how culture is operating, and how they can take practical action to shape culture by design.

Joining us, to share insights from their on-going research into culture assessment and change methodology, will be Sherrill Burns of [Culture-Strategy Fit](#).

The Workshop Leader

Sherrill Burns is a founder of [Culture-Strategy Fit Inc.](#), a consulting firm focused on helping create vibrant organizations that leverage culture for breakthrough results. Over the past decade, Culture-Strategy Fit has conducted research into the culture patterns and dynamics which support specific strategic outcomes and work contexts, and into culture change best practices.

Sherrill has spent over twenty years supporting the implementation side of strategic change, working in a wide range of organizations of

Using highly interactive approaches, Sherrill will engage us in exploring our thinking about culture change, and share with us leading-edge approaches that create viral change in practices, behaviors and mindsets. The topics for this session will include:

- The concept and practice of culture-strategy alignment;
- The way different perspectives about organizational culture may impact leader views and our own approaches, plus create blind spots;
- Lessons of experience in creating starting points for culture change;
- Using the amplifying effect of core groups;
- Use of photography, metaphors and story, and;
- Best practices in building a culture roadmap for sustained change.

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Location: Room 12-199, Ontario Institute for Studies in Education (OISE)

[Map and directions](#)

[Register for this workshop online](#)

Register by phone: 416-319-0412

Canadian Organization Development Institute (CODI)

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varying sizes, in diverse sectors and industries. Early in her career she worked in high-technology, in the fields of strategic project leadership, leadership development, and organization development, focusing particularly on organizational growth, globalization and strategic large-scale change.

As an external consultant, she was frustrated with the lack of robust tools and methods to support executives in their efforts to align culture to strategy. This frustration led to deep research into culture, resulting in new insights for strategy execution and change leadership.

Her breadth of experience, combined with her academic background in psychology, education and organization development, has helped her develop a rich contextual understanding of the complex challenges facing organizations.

This knowledge and experience is invaluable in understanding the interplay of strategy, leadership and culture on organizational results.

CODI's three-module, 12-day Organization Development and Change *Intensive* certificate program starts Wednesday, November 3, 2010. This is the successor to CODI's OD and Change *Fundamentals* program. Space is limited to 21 people, with 6 already accepted.

[Intensive program overview](#)

[The module schedule](#)

[Program brochure](#)

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