

Personal- and Culture-Adjustment Roadmap

In the challenging world we're living in, the culture of an organization is particularly important in achieving business results. Therefore, organizations committed to leadership development for women need to first take a step back and ask themselves if their culture offers an environment where women are encouraged to grow.

Complete the following chart (and/or share with the appropriate colleagues) to assess personal and cultural adjustments that may be necessary in your organization.

Steps	Personal (Me)	Culture (Work Environment)
1. CURRENT STATE: Key factors (internal and external) affecting me as a leader and the organization		
2. DESIRED FUTURE STATE: My vision for me (personal) and my organization		
3. PRIMARY AREAS OF FOCUS: Top three areas to emphasize for your personal growth and culture change		
4. TOP INITIAL PRIORITIES: Two to three action steps to support your primary areas of focus		
5. PILOT: A 30-day trial where you can apply your skills to have a positive impact fairly quickly		
6. KEY MILESTONES, METRICS, AND INDICATORS: Criteria that will enable you and others to assess progress		
7. MONITORING, REVIEW, AND EVALUATE MINI-PLAN: Process, frequency, and individuals who will be involved in reviewing progress		