

# How to build a strong change & performance culture

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# ABOUT AS3

## A Nordic Organization

- Founded in 1989 and specialized in one business area: Workforce Transformation
- More than 800 employees and counsellors
- Local presence in over 80 of the largest Nordic cities
- The leading private owned outplacement provider in Sweden with offices in Stockholm, Gothenburg and Malmo – and capability to deliver nationwide
- Global Partner to LHH – the leading workforce transformation company globally



# Agenda

A strong Change & Performance Culture

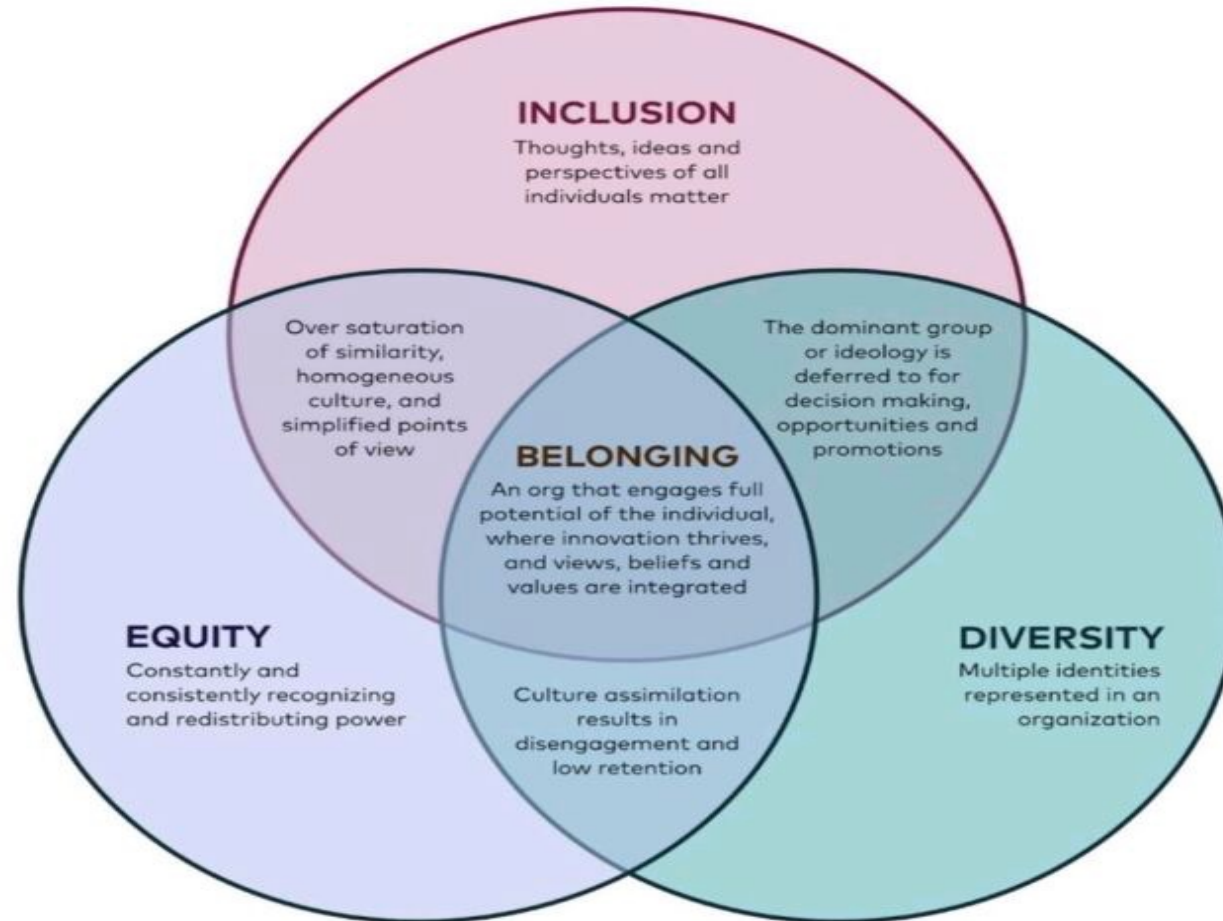
Creating real change

Ensuring performance

Tips

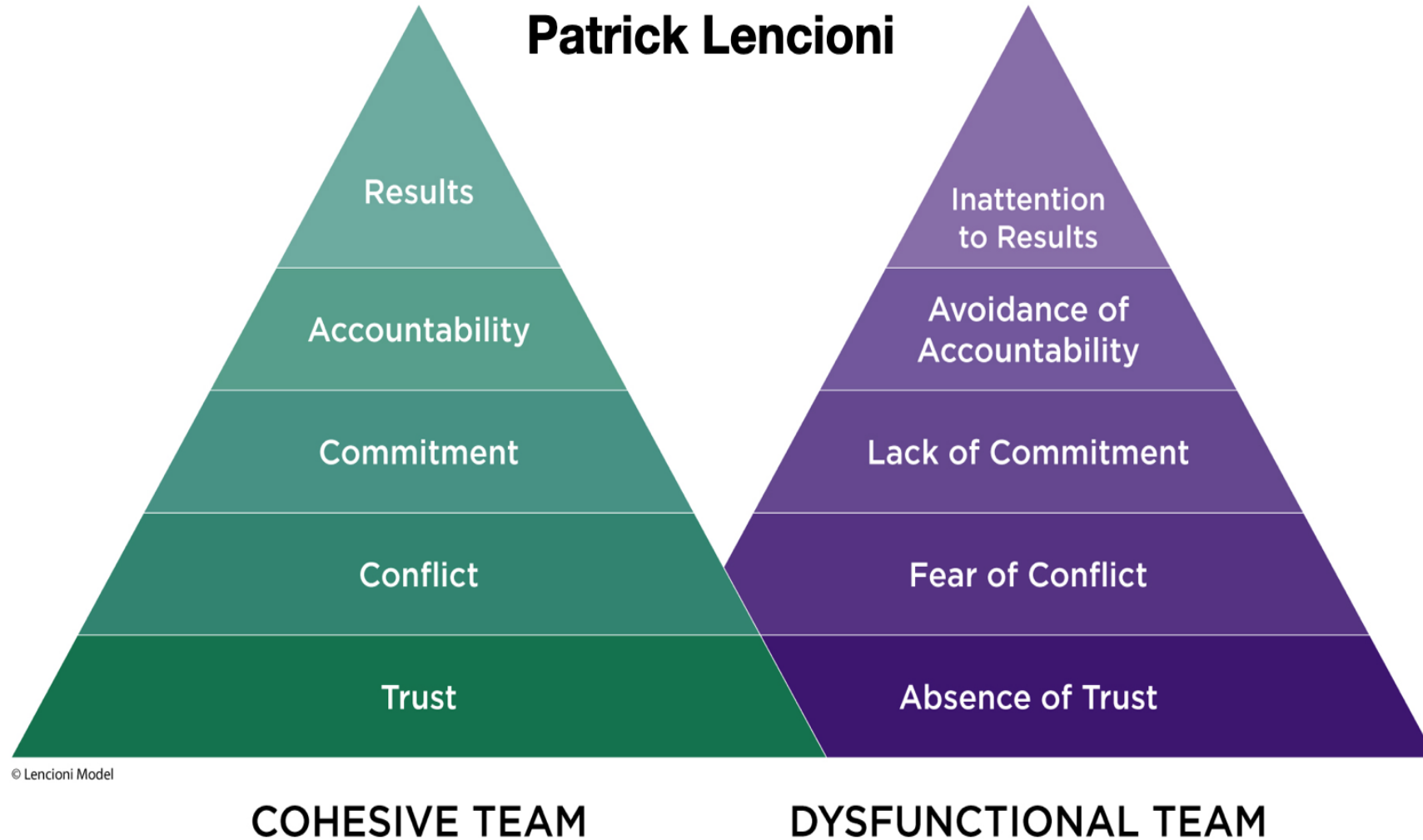
# What is a performance culture \*LinkedIn

## A Culture of Belonging



# THE LENCIONI MODEL

Patrick Lencioni



© Lencioni Model

**Amy Edmondson**

PROFESSOR, THINKER & AUTHOR

# Psychological SAFETY

**BUSINESS FORUM GROUP**



- DO THIS:**
- CALL ATTENTION TO CHALLENGES
  - PROACTIVELY ASK GOOD QUESTIONS
  - MONITOR YOUR RESPONSE
- to create a safe environment for the TEAM!*

#NBFORUM  
#OBFORUM

*Reda Redana*

# • Psychological Safety

The fearless organization. Psykologisk trygghet på jobbet

- <https://www.attuned.ai/blog/amy-edmondson-on-psychological-safety-amp-intrinsic-motivationnbsp>

	Low standards / intrinsic motivation(*)	High standards / intrinsic motivation(*)
High psychological safety	Comfort zone	Learning & high performance zone
Low psychological safety	Apathy zone	Anxiety zone

Source: Amy Edmondson (2019) The Fearless Organization. Creating Psychological Safety for Learning, Innovation, and Growth - and (\*) Why Would Anyone interview, 2022

Why Would Anyone  
[tania.substack.com](https://tania.substack.com)



# Five Tips

1. **Ensure a strong, shared view of WHY we do what we do.  
Answer the questions: 1)WHY 2)WHY NOW 3) THE EFFECTS**
2. **Ensure everyone knows what is expected from them individually**
3. **Give and ask for feedback**
4. **Involve and enable everyone to participate by using coaching and facilitation**
5. **Strengthen psychological safety: encourage challenging and accept mistakes**



# UPCOMING EVENTS

Fridays at 08:30: På spaning med AS3 (livestream)

27/10 – Sluta satsa på era talanger!

24/11 – Digital conference (theme to be revealed in October)

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