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6 ways to transform the culture of education

What is the best way to transform the culture of education in your company?

Effective work methods can be replicated within organizations of all sizes. Corporate development depends, above all, on the corporate culture. In particular, on work and execution practices adopted by everyone in the organization.

Here are the 6 organizational principles that, if correctly implemented, allow to achieve high levels of quality of execution, increases in performance and higher involvement

1. Give autonomy to people

Low employee involvement is measured in cash. How is it possible to stop and reverse the disengagement of company employees?
The answer would lie precisely in giving greater autonomy to employees. "Self-management will not only motivate employees by empowering them, but it will also generate a sense of trust and commitment, and when an employee feels involved in his organization, he/she increases productivity and overall job satisfaction."
Here are some ways to give autonomy to employees:

- define clear actions and decision-making limits for each person and make them public;
- assign each action to a single person who publicly assumes the responsibility to execute it;
- assess employee work by collectively sharing their successes, setbacks and lessons learned.

2. Manage information in a transparent and decentralized way

Without transparency, autonomy can not exist. If the information is not completely transparent and shared by everyone internally, how can we make a decision on a topic?
Ensure that all information related to the business and to the ongoing, past and future projects are accessible to everyone, at any times. This can be done by using an online project management tool that allows this information to be easily accessible to everyone. This way you can capitalize on information by creating constantly updated documentation at company level.

3. Say stop to endless meetings and clogged inboxes

Very often meetings steal useful time for productivity. Promote asynchronous interactions as much as possible. Promote the exchange of information in writing and in a shared space. If you systematically use a centralized project management tool, you can:

- avoid the dispersion of information, centralize it and facilitate the search for information at any time;
- avoid information asymmetries: stop wondering who was in the cc, or in which e-mail there was the information you look for, or who to invite to the meeting ... all the collaborators know where to find the information they need because everything is available online;
- do not limit anyone to a physical workspace. Smart working (i.e. working at home at least once a week) grows globally by 70%. In this sense, a work methodology based on face-to-face meetings is bound to fail.

How to practically replicate this in your company:

- invest in a online project management tool;
- decrease the number and duration of the meetings;

Are you asked to attend a meeting? Follow these simple steps:

- ask to the person who called the meeting what he wants to discuss;
- he/she will state a subject;
- ask his/her opinion on the subject;
- the person will present his/her point of view and continue to formulate it;
- if necessary, answer with your vision or simply give your ok;
- you have just avoided a 1-hour meeting

4. Create continuous feedback mechanisms

We all have a multitude of tasks to perform at any given time. Focus on the fewer activities that create maximum value and eliminate unnecessary or time-consuming tasks that do not have a direct impact on the business. Some simple tips for doing this:

- as soon as an action is completed, set an appropriate time limit to consider the impact of the action. Optimize if the action was a success, and recalibrate (or abandon it altogether) if the activity was ineffective;
- share feedback to the teams in writing. They will be used to document what works / does not work and will create a very useful knowledge base for new hires;
- give frequent and rational feedback to your teams. Feedback, especially when it is constructive, improves the functioning of processes and actions.

5. Continuing education

The fundament of these methods is the assumption that they are shared internally.
To make it happen, you have to train your employees and make sure that everything becomes part of the corporate culture. Rather than training your employees on your values and principles, encourage them through concrete working methods. This will affect the way they interact and work on a daily basis, allowing them to be much more efficient by concentrating their working hours on what they feel invested with. This is what will truly define corporate culture.
Some suggestions:

- create clear employee onboarding programs to train new hires to these work methods;
- educate people only about things that will actually be useful for them on a daily basis;
- ask your employees to document their best practices, encouraging them to train others. This is rewarding for them and turns the company into a resilient organization capable of capitalizing on its knowledge.
- continuously verify the acquisition of these skills by your employees.

6. Think scalably

When you are faced with the decision-making process, always think in these terms: "how can I guarantee that the intellectual work that I provide here will be usable by others? How can I ensure that the solution I am drafting today for 3 people is easily usable for 50, tomorrow?"
This way you will be able to create intelligent, scalable processes and a corporate culture based on operational excellence and on the ability to provide quality of execution at all levels of the organization.

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