



WELCOME TO: **Principles for Creating a Culture of Integrity**

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Anchor Scripture:

**“Where there is no vision,
the people perish.”**

- Proverbs 29:18, KJV

Times of Unprecedented Change and Challenges



Goals



- **Overview**
- **Biblical & Business Principles**
- **Practical Tools / Best Practices**
- **Have FUN!**

Sneak Preview: Agenda

- **Brief Overview**
- **Five (5) Principles Creating a Culture of Integrity**
- **Next Steps / Q&A**



What is Organizational Culture?

“Organizational culture is the sum of values and rituals which serve as 'glue' to integrate the members of the **organization.**”

Harvard Business Review

- May 15, 2013

What is Integrity?

in·teg·ri·ty
/in'tegrədē/
noun

“the quality of being honest and having strong moral principles; moral uprightness
...He is known to be a man of integrity.”

Merriam-Webster Dictionary

Group Exercise: Polling Question #1

Think about an organization you've worked for that had a great culture!



What is the **ONE** word that best describes that culture?

What makes a company culture great?

4-year Harvard Business Review Study (2014-2018) found:

1. Put people first
2. Help workers find/pursue their passions
3. Bring people together on a personal level
4. Empower people to own their work
5. Create a space where people can be themselves



Why is having a Culture of Integrity so important?

- One way to survive in a **VUCA** environment
- Impacts your team **Individually** and **Collectively**:
 - Mission / Vision
 - Morale
 - Engagement
 - Retention
 - Customer / Client Service
 - Performance
 - Productivity
 - Profitability, etc.



Dr. Stewart Keynote Presentation
The Fourth Congress of The Lausanne Movement
Seoul, South Korea
September 23, 2024
Strategic Planning Excellence

**Your organizational culture will be
established by design or by default.
The choice is yours.**

Dr. K. Shelette Stewart

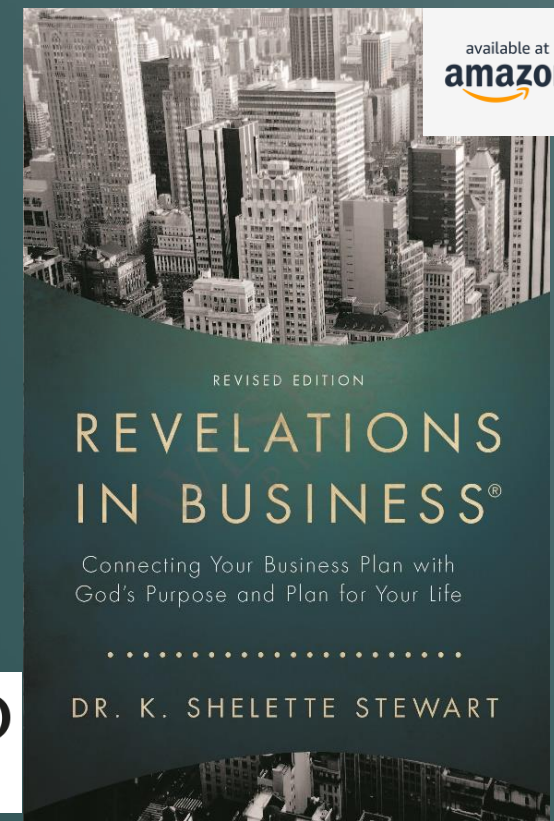
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 - Fortune 100 companies (The Coca-Cola Company, AT&T)
 - Prominent Universities (Harvard Business School)
- Harvard University Alum
- Fulbright Foreign Specialist
- Author of award-winning book
- Global Keynote Speaker
- Board Member



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“Shelette Stewart is not only a respected business leader, she is a committed Christian with a servant’s heart for helping others succeed. Her book, Revelations in Business© is a great and powerful tool for progressive leaders who desire to bring insightful, empowering content to their teams to increase employee engagement, productivity, and overall profitability.”

- Dan T. Cathy, Chairman
Chick-fil-A, Inc.



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Five (5) Principles: For Creating a Culture of Integrity

#1: Establish the Foundation: Love & Respect

- **God is Love:**

- ✓ Is patient, kind, does not envy, does not boast, is not proud, is not rude, is not self-seeking, is not easily angered, does not keep a record of wrongs, does not delight in evil, rejoices with the truth, always protects, trusts, hopes, perseveres; Love never fails. – 1 Corinthians 13:4-8

- “By this is all will know that you are My disciples, if you have love for one another.” – John 13:35, NKJV

- **Refuse to practice Respect based on Hierarchy**

“Beloved, let us love one another, for love is of God . . . He who does not love does not know God, for God is love.”

– 1 John 4: 7-8, NKJV

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#2: Write the Vision for your Culture

- Start with Corporate Mission / Vision
- For Individual Contributors / Leaders of Organizations
- Develop, Communicate, and Reinforce the Cultural Vision
- “Our Culture of Care” – Chick-fil-A™



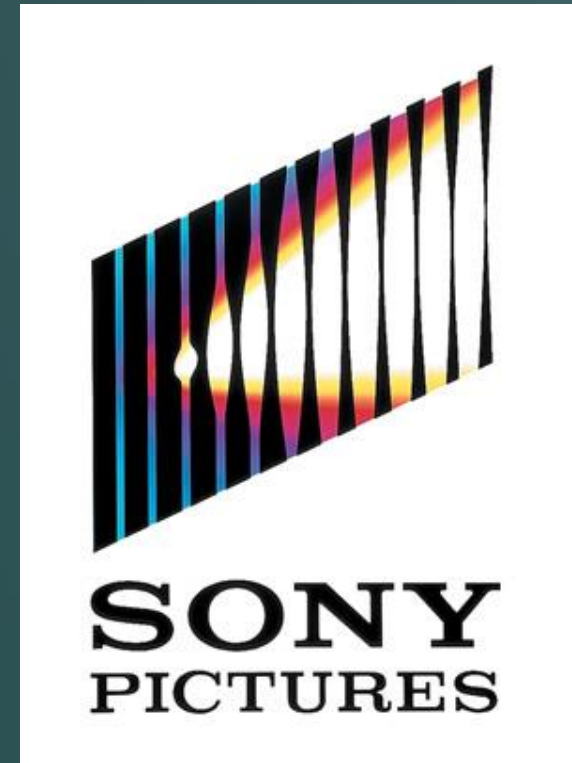
#3: Engage and Collaborate with Your Team

- Define “Culture of Integrity”
- Link to the Corporate Mission / Vision
- Survey / Collaborate (internal and external constituents)
- Link to Individual Responsibility / Success:
- to develop an Action Plan



#4: Lead by Example: Prosperity vs. Profitability

- “Leader as Teacher”
- Sony Findings:
 - Protective / not collaborating
 - Stressed Out!
- New Initiatives:
 - Training / Email / Athletic Facility / Cafeteria



#5: Operationalize & Assess the Culture

- Incorporate into your Strategic Plan / Imperatives
- Reinforce within every Functional Area
- Build in Qualitative & Quantitative Measurements
- **Girl Scouts of Ohio's Heartland**
- **Volvo**



The Benefits

Achieve Success & Significance



Drive:

- Performance
- Productivity
- Bottom-Line Profitability

– For **Greater Works!**

Group Exercise: Polling Question #2

Principles for Creating a Culture of Integrity

What will you do next?

Group Exercise: Polling Question #3

Principles for Creating a Culture of Integrity

**What will you do
differently?**

Next Steps

- Write the Vision for your Culture of Integrity
- Lead and Collaborate to Reinforce
- Support One Another
- Keep raising the bar of **excellence!**



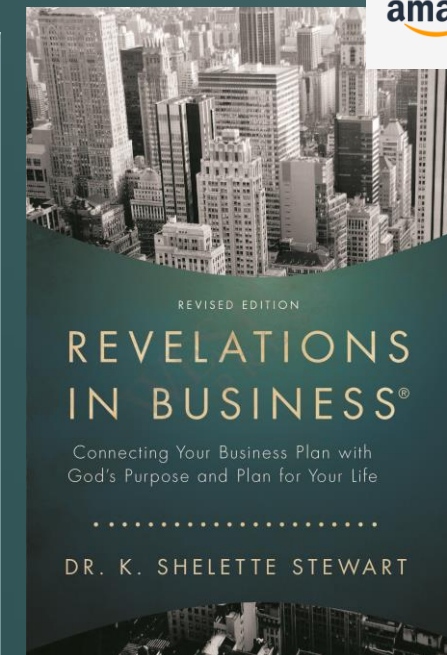
" . . . Well done, good and faithful servant. . . "

- Matthew 25:21, NKJ

Thank You! Q&A

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