The CIO's Cookbook
Culture

Leading Thoughts

1 | "Mirror, mirror on the wall, who's the fairest of them all". Organizations often fall in the trap of not building an honest and open-door culture, though they think they have built one

2 | Employees leave, not just the manager, but also the over-arching culture. Companies that give back, build loyalists
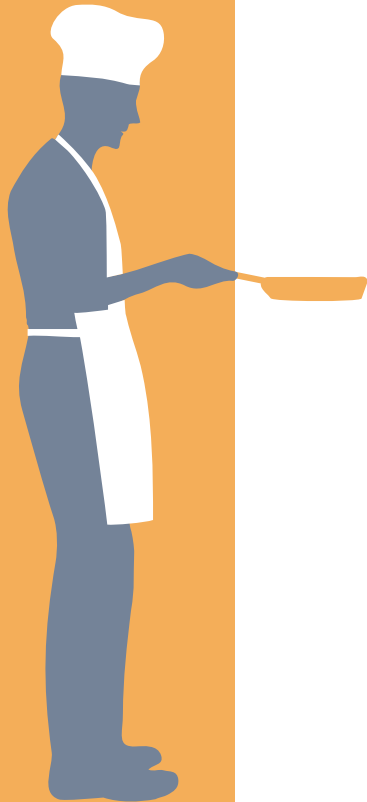
3 | Biryani made from courage, acceptance of mistakes and challenge to the status-quo, will feed your risk appetite

4 | A "wow" culture is a cocktail of diversity, inclusivity, new-age and adaptive thinking and a consistent, geography agnostic mindset. Values in action creates culture

Considerations

1 | Drive measurable initiatives to encourage innovation and disruption, enabling growth

2 | Reach out to your new-to-job, tenured and geographically dispersed talent, to appreciate their points of view

3 | Appreciate outside-in view of the brand/culture from candidates, suppliers and community as a whole

4 | Extend the open-door mindset beyond engagement, to openly recognize courage and risk taking

5 | Measure your corporate social responsibility initiatives and consistently improve your contribution. Engage teams

6 | Build a roadmap to be carbon neutral

7 | Build a shared vision to incorporate diversity. Establish measurable diversity goals

8 | Build a culturally and not just technologically connected enterprise. Be accessible. Travel
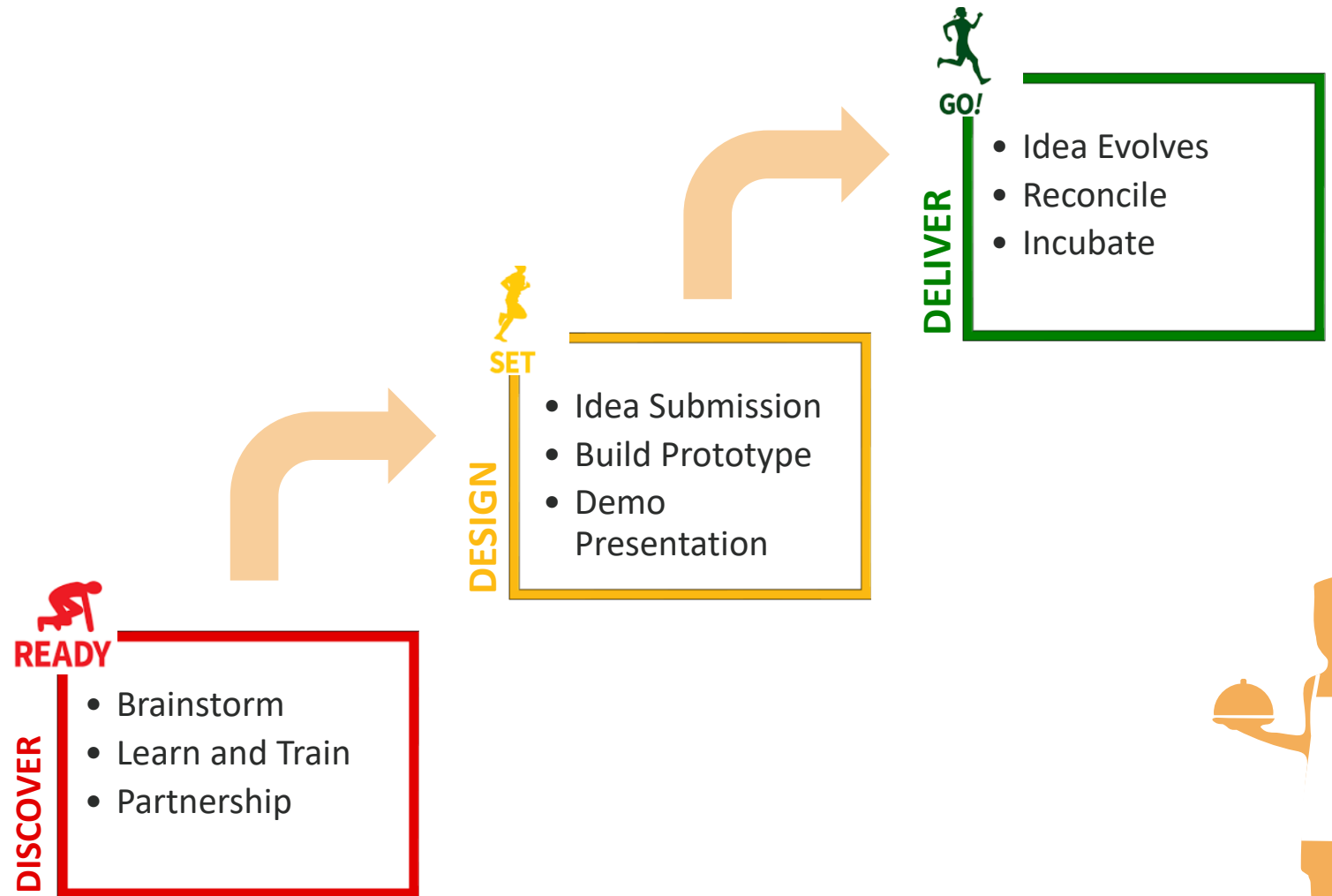
Fostering a Culture for Disruption

Business
Value
Showcase

Business Relationships
Revenue Generation
Operational Excellence
Architecture Led – AI/ML, BOTS
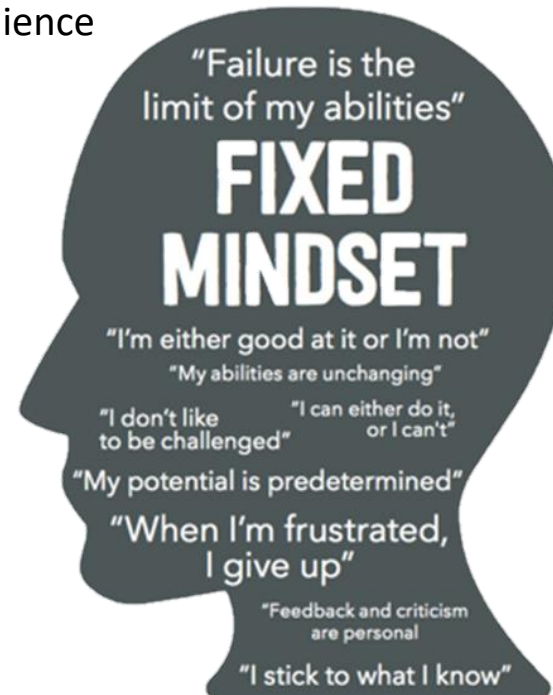**D**ata Insights

Thinking **BROAD**…

READY

DISCOVER
- Brainstorm
- Learn and Train
- Partnership

SET

DESIGN
- Idea Submission
- Build Prototype
- Demo Presentation

GO!

DELIVER
- Idea Evolves
- Reconcile
- Incubate

Nurturing Growth Mindset

"Failure is an opportunity to grow"
GROWTH MINDSET
"I can learn to do anything I want"
"Challenges help me to grow"
"My effort and attitude determine my abilities"
"Feedback is constructive"
"I am inspired by the success of others"
"I like to try new things"

- Scientific research

- Efforts, strategies, team work

- Transition and Resilience

"Failure is the limit of my abilities"
FIXED MINDSET
"I'm either good at it or I'm not"
"My abilities are unchanging"
"I don't like to be challenged"
"I can either do it, or I can't"
"My potential is predetermined"
"When I'm frustrated, I give up"
"Feedback and criticism are personal
"I stick to what I know"

- Limited ability

- Negative labels

- The danger of praise and positive labels

"Growth mindset takes you to the top not because you want the top but because you do what you love and you love what you do"
– Dr. Carol S. Dweck