Cultural Transformation

Template

Research the cultural transformation journey that Microsoft has been through.

Identify the key elements of Microsoft’s current culture driven by Satya Nadella (CEO).

Answer the following three questions:

1. How has Microsoft’s culture transformed?
2. What are the key elements of the current culture?
3. What inspires you about Microsoft’s culture?
4. How has Microsoft’s culture transformed?



I guess most of the credit goes to the best CEO any company can ever get, Satya Nadella. He transformed the culture by going simple. By focusing on the science of memory and behavior change, Microsoft was able to reduce complexity and make lasting changes on the way people used to work there.

It all began with “Growth Mindset”, which is the belief that skills are improvable I.e. we should not stop trying by thinking that everything is “God Gifted”. So, Nadella professed that his company needs to “learn-it-all” than to “know-it-all”. He basically started focusing on improving themselves, not proving themselves.

People started asking themselves questions like “How are we delivering success?” and “Did we create clarity in the meeting?”, which was actually a drastic shift from the ‘Fixed Mindset’ to ‘Growth Mindset’, which actually helped them improve their leadership frameworks.

The overall mission of Microsoft is to “empower every person and ever organization on the planet to achieve more”, which they can do by transforming their culture, this is what Satya announced in July 2015. Then they valued learning over knowing and rest is history.

1. What are the key elements of the current culture?

* Have a “Growth Mindset”
* Value Learning over Knowing
* Being Customer obsessed
* Making a difference

1. What inspires you about Microsoft’s culture?

The foremost thing that I liked and can change anyone’s life is “Growth Mindset Feeling”, I think more than 90% of the people in the world somewhere think some skill to be god gifted, that the skill can’t be possessed with hardwork and learning attitude. But definitely if one believes that he can do it, he will!

