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?

Ans: Even one of the most valuable companies on Earth knows how hard it can be to shift a culture. Fortunately, by focusing on the science of memory and behavior change, Microsoft was able to reduce complexity and make lasting changes to how employees work day to day. The key was [embracing a willingness to change](https://neuroleadership.com/your-brain-at-work/growth-mindset-culture-master-class) and instilling a new set of habits that all employees could remember and adopt. These are two essential steps outlined in NLI’s new white paper, “How Culture Change Really Happens.”

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

Ans: Microsoft Corporation’s organizational culture has the following main characteristics:

* Accountability
* Quality and Innovation
* Responsiveness to Customers
* Growth Mindset
* Diversity and Inclusion

1. What inspires you about Microsoft’s culture?

Ans: I’ve been really impressed by all of the investments the company has made in culture. Everyone I’ve spoken to is super happy to be here and is excited about the future. I want to be part of a team like that and company like Microsoft.