Cultural Transformation

Answers

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?

Microsoft’s journey with the Neuro Leadership Institute [began with growth mindset](https://neuroleadership.com/your-brain-at-work/microsoft-growth-mindset-transformation), the belief that skills are improvable; they aren’t set in stone.

CEO Satya Nadella professed that his company need to become one of “learn-it-all,” not know-it-all. People needed to see themselves, and the organization, as more fluid entities. The focus was on *im*proving, not proving, themselves.

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

Key elements are:

1. Growth Mindset
2. Customer Obsessed
3. Diversity and Inclusion
4. One Microsoft
5. Making a difference
6. What inspires you about Microsoft’s culture?

One thing that inspires me most about Microsoft’s culture is their learn-it-all strategy and also the unity possessed among its members. The diversity and inclusion mark a growth in mindset of the people working here and also differentiates Microsoft from other organizations. I would love to become a part of this culture and reflect it in my action ahead.