IP BEST PRACTICES

The Culture Shift Mirror

A best practice shared by Peter Schlatt.

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The Culture Shift Mirror

A practical reflection tool for teams and organizations to assess the implementation status of a cultural transformation, making invisible shifts visible.

Key steps

Reflect on the Old Culture: participants surface memories, behaviours, and patterns that defined the 'old way of working', honouring what was and creating shared awareness of the starting point.

Explore the Emerging New Culture: participants shift perspective to reflect on what's already changing — what's different in how we think, act, feel and collaborate, and what new energy or intention is showing up.

Identify Gaps and Clarify Responsibilities: comparing the old and new reveals where the cultural shift is not yet fully embedded, and teams define what still needs attention and who can take ownership without falling into blame.

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