Culture Change in Organisations

Cultivating more equitable and humane communities of practice

Tamarind Tree Associates
Cultivating effective human organisation

Diversity, Equity, Inclusion and Belonging (DEIB)

Organisations can move beyond traditional Diversity, Equity, and Inclusion (DEI) approaches to culture, to a more holistic approach that fosters a stronger sense of belonging while growing and harnessing the gifts of all staff. We support a multi-layered systemic approach that does interventions from many different angles, enhancing all dimensions of organisational life.

We help groups become more aware of the impacts of discrimination and othering, supporting them to share experiences and stories to bring greater and more heightened empathy. They learn more language around DEIB to improve dialogue and develop the skills to have deeper and more courageous conversations. We assist the organisation in integrating DEIB into all areas of programme and practice-related work.

We help organisations develop cultures that work consciously and intentionally with DEIB, moving to healthy cultures that nurture, energise, strengthen and renew organisations.

What we offer:

A. Organisational surveys to diagnose the organisational culture

To build an accurate picture of the organisation's current reality. This is done through confidential interviews, focus groups or online surveys where staff can be heard privately and anonymously by an objective external facilitator.

B. We mirror what has emerged back to the organisation

We use different lenses that help the organisation to better see itself. This includes particular areas of DEIB that need attention, to help the organisation to map the key areas of work needing attention, to prioritise where to start their journey, and to plan a course of action.

C. Organisational accompaniment on transformation journeys

Each accompaniment is tailored to the organisational need and is unique – but some core elements may include:

1) Leadership development and coaching in DEIB;
2) Staff workshops and capacity building in DEIB to develop a deeper understanding and common language to address the issues
3) Facilitating dialogue sessions and courageous conversations where staff can connect to share and listen to their experiences;
4) Facilitating DEIB strategy conversations around core work areas- embed DEIB initiatives in work areas/streams and supporting teams to do the work.

D. Facilitator training

We build the capacity of organisational change agents to lead change and transformation from within, developing their skills and confidence to do so.