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Businesses generally adopt a cultural change as a result of new leadership or as a response to a 'crisis' such as financial problems or factors to do with the marketplace in which the business operates.

Seven steps to delivering cultural change | Training Journal

"The more leaders can share what a company values in its culture, the easier it's going to be for the culture to become a reality and not just these random words uttered without meeting or random quotes on a wall," says O'Keefe. Leading organizational change also comes down to how you reward employees. For example, if you say you value teamwork but give bonuses for individual performance, what behavior are you really reinforcing?

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