

Culture Transformation for J-PAL

The Situation

The Abdul Latif Jameel Poverty Action Lab (J-PAL) is a global research centre working to reduce poverty by ensuring that policy is informed by scientific evidence. J-PAL South Asia invited Vyaktitva to co-create, design, deliver a culture transformation journey for the organisation to be co-led with the Senior Management Team (SMT).

The Challenge

At the time of Vyaktitva's intervention, the SMT comprised a mix of new and old leaders, and there was a need to create a collective identity for them, so that they could co-lead the 'next curve' of J-PAL's growth.

The Intervention

Both the SMT and Vyaktitva realized that for the organisation to reach its full potential, and address future challenges, the SMT would have to strive to change some current ways of working that may come in the way. These potentially limiting organisational behaviours were identified together with the SMT using quantitative and qualitative data collected through a diagnostic survey and an appreciative inquiry.

The nine month journey included 1 on 1 coaching for SMT members, a shared leadership journey (through workshops and fortnightly connects with the SMT), and collaborative, cross functional organisational projects led by the SMT.

The Impact

By the end of the journey, there was greater cohesion, cross-functional collaboration, and organisational ownership at the SMT level, as well as an enhancement in each individual's abilities to be adaptive leaders, and support their team members' personal and professional development.