

Changes That Matter

Winter 2019

The logo for Conner Advisory, featuring the word "conneradvisory" in a white, lowercase, sans-serif font. A red chevron symbol is positioned to the right of the text, pointing upwards and to the right.

I've served for more than four decades as a trusted advisor to senior executives at for-profit organizations around the world. Now, I dedicate my time to supporting leaders of INGOs and other non-profits who are pursuing "Changes That Matter"— solutions that positively impact the quality of the human experience.

My fellow co-founder of Conner Advisory (Ed Boswell) and I partner with leaders of global organizations who are clear about what changes they must undertake but who have too often been frustrated by their organization's inability to execute on their most critical strategic priorities.

Through our *Changes That Matter* newsletter we are committed to sharing the change-related challenges and mitigation strategies we encounter when advising these executives. This second issue of *Changes That Matter* examines how change initiatives often fall short of their intended outcomes because of a lack of alignment with the existing organizational culture.

We hope you find these perspectives helpful as you pursue major change within your own organization.

A handwritten signature in black ink, appearing to read "Daryl R. Conner". The signature is fluid and cursive.

Daryl R. Conner

Co-founder and Chairman, Conner Advisory



Understanding the Impact of Organization Culture on Change in the Civil Society



Organizational Culture and Its Impact on Change in the Civil Society Sector

Culture permeates every organization and plays an important role in providing a strong foundation for organizational success in stable environments. It also has the power to support or destroy your critical initiatives when change is required.

Visit conneradvisory.com to [download \(no sign-in required\)](#) our original research paper examining the dynamics of organizational culture and how it contributes to supporting or obstructing change initiatives.

International Civil Society Centre Interviews Ed Boswell

Ed Boswell, co-founder and CEO of Conner Advisory, sat down with Thomas Howie of the International Civil Society Centre for an in-depth discussion on how an INGO's culture can impact the success or failure of the changes it seeks to make.

[Watch the entire interview.](#)



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Ed Boswell



Daryl Conner



Conner Advisory



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