

## **Charter Statement for Joint ATD-RTA, TODN Adaptive-Culture SIG**

The Adaptive-Culture SIG is the first to be jointly organized, facilitated, and promoted by ATD-RTA and TODN.

As a new collaboration, the Adaptive Culture SIG succeeds the previous ATD Culture-Change SIG that was started in 2021 and led by Barry Borgerson. We believe that creating a SIG in partnership between ATD and TODN will be of great benefit to both organizations, its participants, and the entities with which we work.

Internal organizational cultures have the power to advance or inhibit healthy adaptation in today's complex and ever-changing world. Culture is perhaps more about qualities than quantities, and it can be difficult to measure and hard to change. As such, creating and maintaining a healthy and adaptive culture continues to be an area of ongoing challenge for organizations.

*The basic questions asked by our SIG are: What is adaptive culture? What does it look/feel like? How is an adaptive culture experienced by those within it, or impacted by it? How does (can) an organization intentionally create or nurture adaptive culture, and/or demonstrate a sincere commitment to it?*

Our intention is to generate a lively learning community of friends and colleagues around the construct of culture. We will hold a highly interactive and safe space that is open to and inclusive of a variety of points of view.

We hope to stimulate and encourage broad, active engagement from members of both organizations. This means that we will rely on participants of the SIG to bring about topics of their own interest(s) related to culture to share with others. As such, we strongly encourage and support member-proposed case studies, books, models, theories, or dry runs of presentations to be presented for feedback from our SIG community.