

Amy Brabec
IRLS 564
Reading Reactions

Reading: **Home Depot's Blueprint for Culture Change**

While being the newly hired CEO of Home Depot, Robert Nardelli knew that the organization needed to change if Home Depot was going to continue to grow. Nardelli had three strategy goals: enhance the core, extend the business, and expand the market. To accomplish these goals, the 'culture' of Home Depot needed to change with the proverbial 'tools for culture change'- metrics: to emphasize new cultural priorities, processes: to integrate the new culture into the organization, and programs: to build support for culture change.

The CLIC of Home Depot would have needed to provide the new CEO with the organization's history and information to assist him in the 'culture change'. Also, continuously, the CLIC would need to provide information from the research and trends seen with customers and the competition.

It will be interesting to watch and see if other companies will use the 'plan' that Home Depot's CEO Nardelli used to improve the culture, therefore, business and profits.

Charan, Ram. (2006). Home Depot's blueprint for culture change[Electronic version]. *Harvard Business Review* (84) 4, 60-70.