



**RINGING
CULTURE**

Help or Hindrance

**ART Conference
March 2017**

ELVA AINSWORTH

OUTLINE



Introduction



Introducing “culture”



Understanding the culture
of ringing



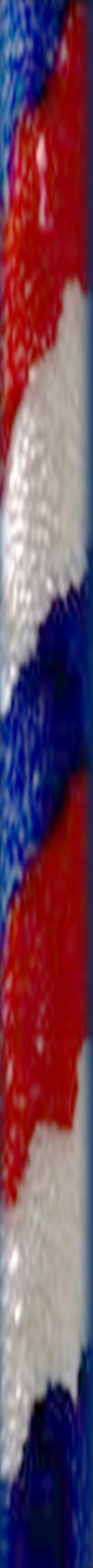
Conundrums in ringing



How to change a culture



Your next steps...



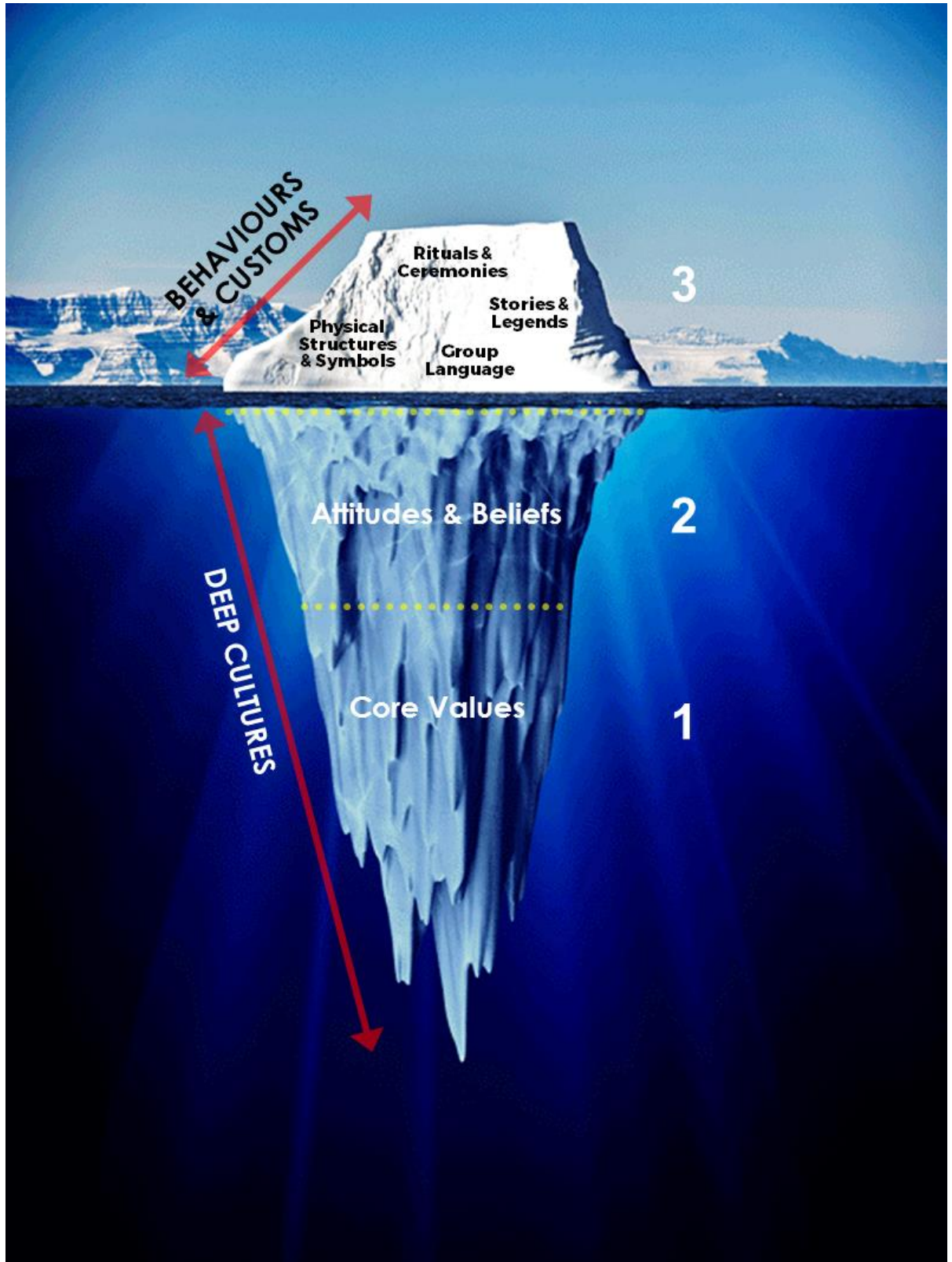


“

The way of life -
especially the general
customs, ideas, beliefs
and social behaviour -
of a particular group
of people or society at
a particular time.

”

SCHEIN'S ICEBERG MODEL





**HOW DO
CULTURES
DIFFER?**

LEWIS COUNTRY MODEL

Linear-active,
multi-active,
reactive variations



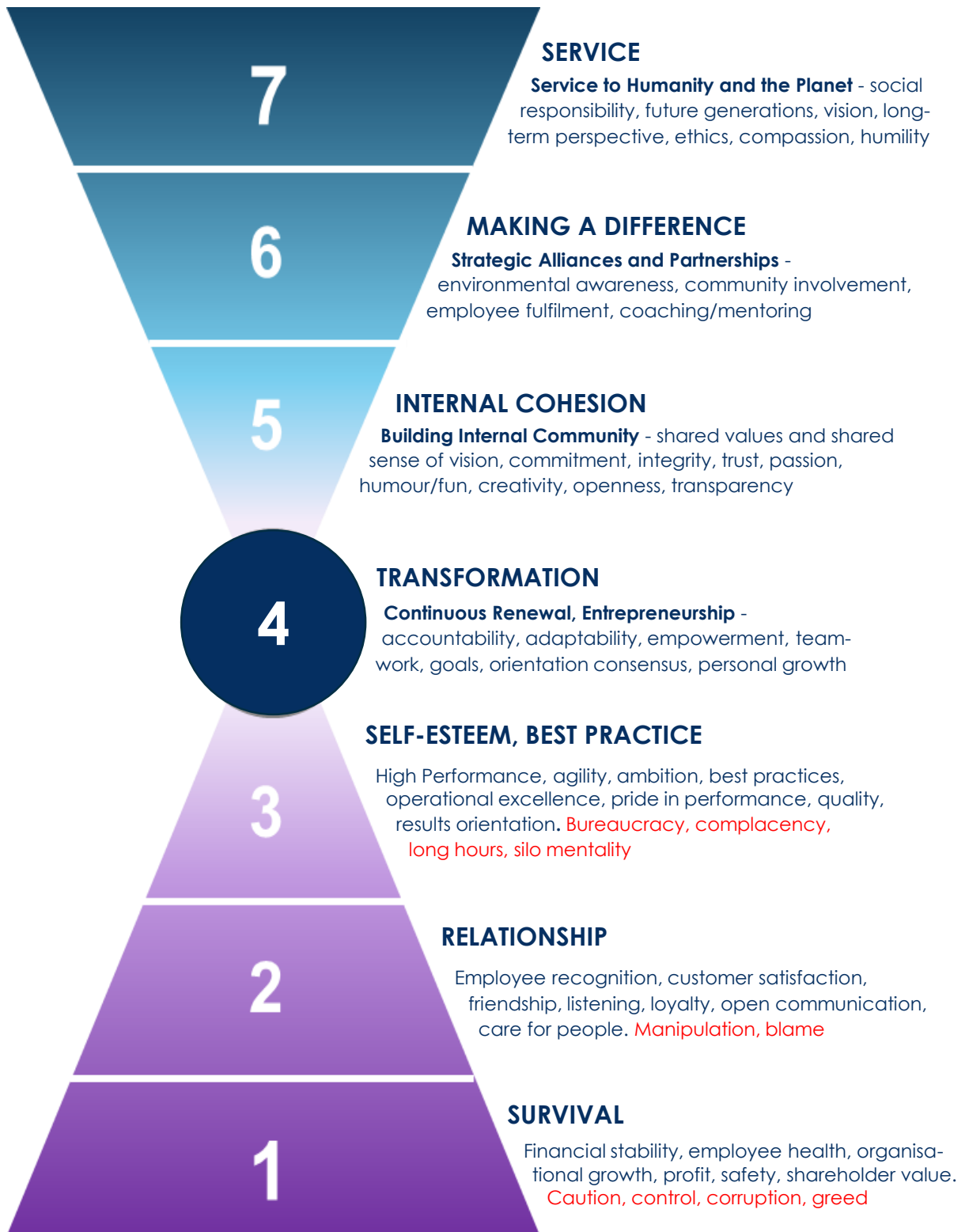


**VALUES AND
PURPOSE
UNDERPIN**

BARRETT MODEL




BARRETT MODEL



KEY: Positive Focus / Excessive Focus



**WHAT IS THE
PERVADING
CULTURE IN
RINGING?**



What cultural
artefacts do you
see in your
tower/area



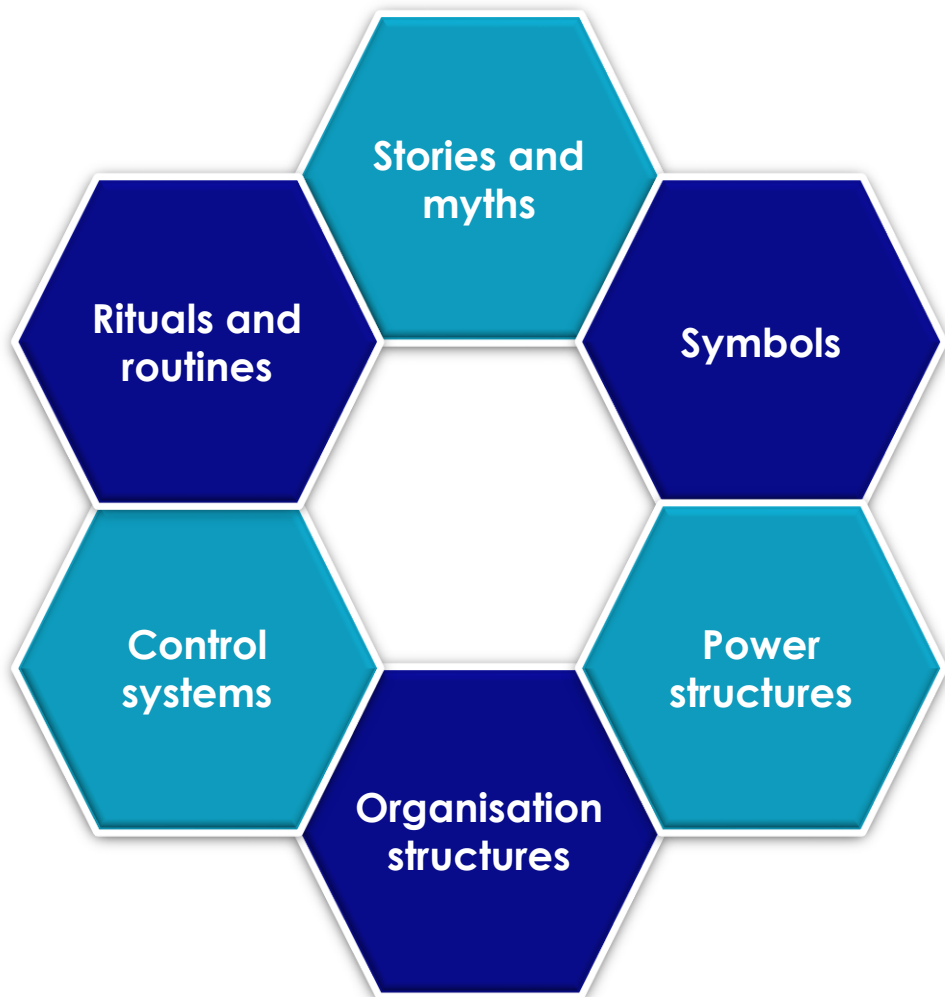


HOW RINGERS SHOW UP

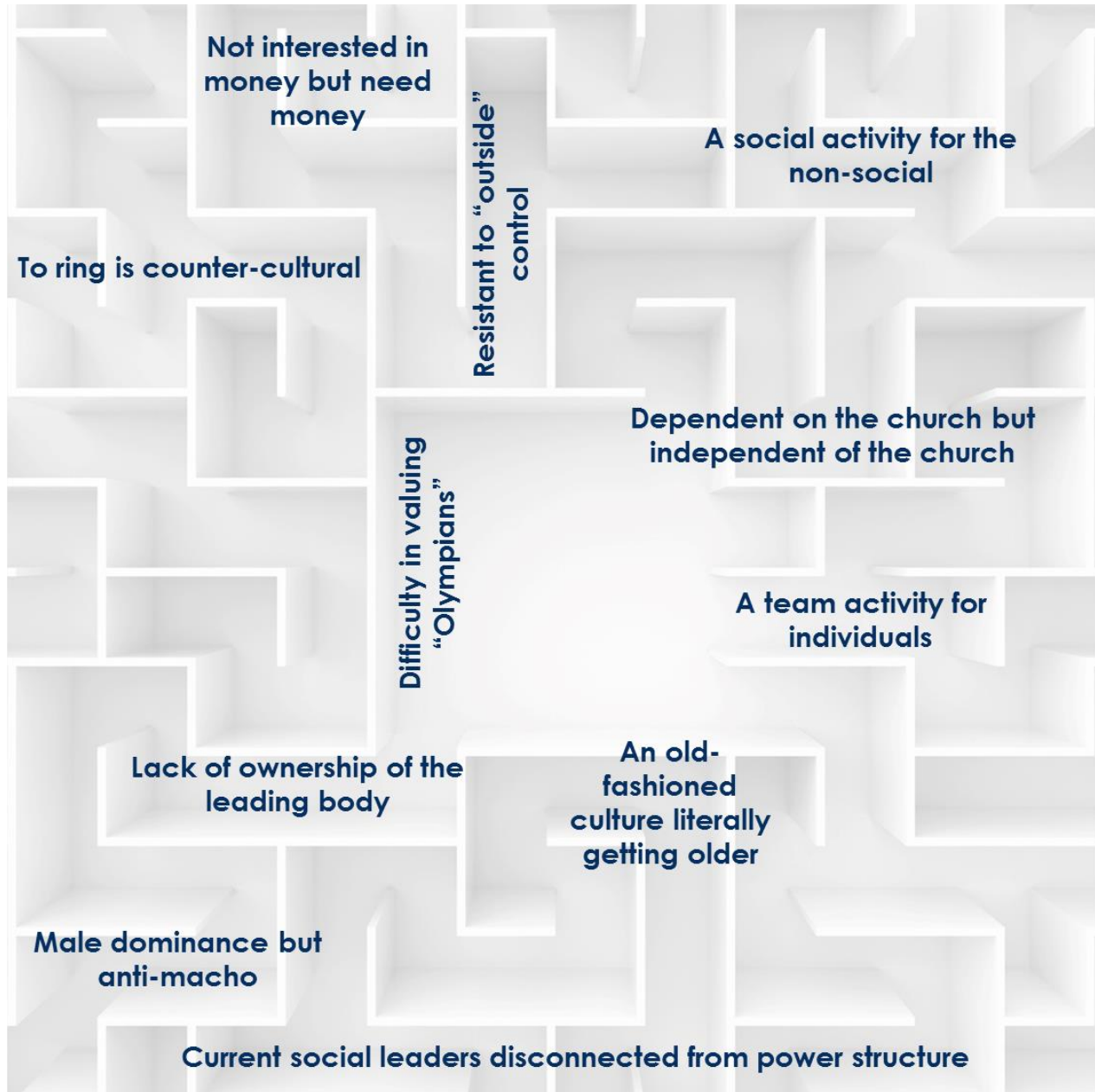
UNCOOL LOW TECH INTO DETAIL PUBS
SOCIOALLY INEPT REAL ALE DOMDY TRADITIONAL STRAIGHT
CLAN INTO MATHS

ON TOP OF ADMIN RIGHT OR WRONG POLITE INDEPENDENT
STRONG COMMUNITY COMPETITIVE EFFICIENT PRECISE
TEAMWORK FORMAL BUREAUCRATIC MEETINGS COUNTING PERFORMANCES/TOMERS
PHYSICALLY ACTIVE UNFASHIONABLE COMPLIANT
TURN UP EVERY SUNDAY DIRTY MESSY BELFRIES OLD
RESPECTFUL DRINKING BEER MENTALLY AGILE
COMMITTED CLEVER PERSONALITY-LED
LOYAL RESISTANT TO CHANGE
LOOSE TOPS HIGH CONCENTRATION
LONG TERM RELATIONSHIPS

THE PARADIGM



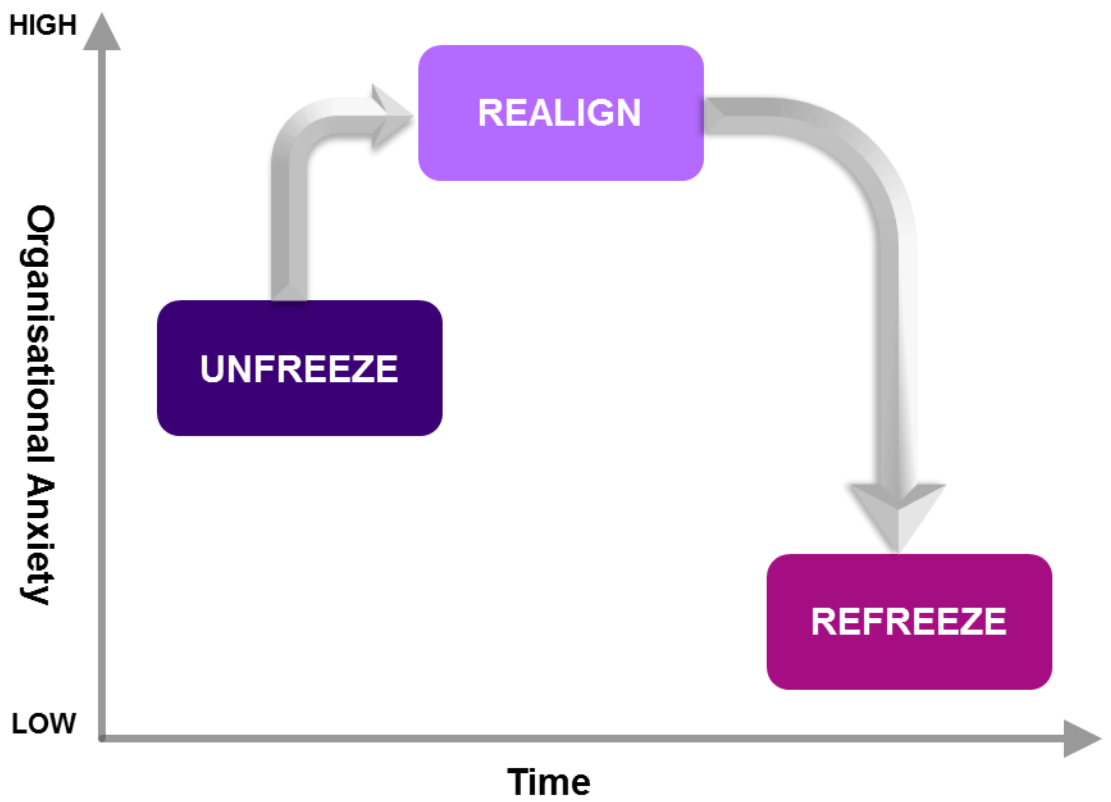
CONUNDRUMS IN RINGING





**HOW TO
TRANSFORM A
CULTURE**

LEWIN CHANGE MODEL



GUIDELINES FOR CULTURAL CHANGE

- 1** Formulate clear strategic vision
- 2** Display top leadership commitment
- 3** Model culture change at highest levels
- 4** Modify organisation to support organisation change
- 5** Select and socialise newcomers

Cummings and Worley 2009; Senior, 2002

WORKSHEET (1)

YOUR TOWER/REGION:

How does your current tower/region show up at the moment?

Eg fun, energetic, bit messy, young and old, semi-connected to church, ringing 6-12 bells pretty well, teaching, computers

What is this like for you?

Eg fun, bit boring, not personal challenge

What is this like for your fellow ringers?

Eg good I think

WORKSHEET (2)

What is this like for other ringers outside your area?

Eg no idea, do they know?

What would you like your tower/region to be like?

Eg fun teaching centre, a shining example of how a rural ringing can be, great striking, sociable, community, church-linked

What aspects of your current culture need to change for this to occur?

Eg clean up the ringing chamber, improve communications to other ringers, relations with Amersham Society and Church, fun signs like 'No skateboarding'

WORKSHEET (3)

What factors are keeping this culture in place right now?

Eg lack of plan and strategy re PR and house-keeping

What actions can you take to encourage this change?

Eg enrol Master, book a belfry-tidy day, offer to develop PR strategy

What action are you committed to taking in the next few weeks?

Eg discuss with the ringers in the pub, request conversation with the Rector, find a date, make offer to Master to propose plan at AGM



**THANK
YOU!**

ELVA AINSWORTH