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An Overstory/Understory Audit

Organizations can unknowingly teach people to play small.

Not because leaders are malicious ... but because outdated systems reward caution, silence, control, and short-term thinking. Over time, even talented people stop taking risks, sharing ideas, or bringing their full selves to work.

This short assessment helps leaders examine whether their culture is cultivating adaptability, creativity, and trust ... or simply reinforcing exhaustion and compliance. Because the future rarely belongs to organizations that optimize the old game. It belongs to those willing to redesign the board itself.

Six Questions

1. Do employees feel empowered to experiment ... or pressured to avoid failure?
2. Are leaders evaluated more by results alone ... or by how they develop people while achieving them?
3. What happens to dissenting voices inside your organization ... invited into the conversation or quietly sidelined?
4. Does your culture create energy in people ... or mostly consume it?
5. Which systems or habits in your organization were designed for a world that no longer exists?
6. If your organization continues operating exactly as it does today for the next five years, what becomes possible ... and what becomes impossible?

Every culture teaches people what story to tell.

The question is whether your stories are helping you grow, or holding you back.

If this assessment surfaced conversations your organization needs to have, let's continue the dialogue.