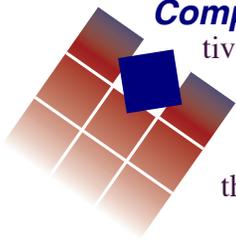


Understanding Organizational Culture Change

A Framework for Strategy Development & Performance Improvement



Competitive Advantage An organization's culture has long been known as a key competitive advantage. More than any other factor, culture has the strongest influence on productivity, retention, work ethic, employee satisfaction & engagement, readiness for innovation, adoption of new programs and technology and how managers lead people. It is also understood that the culture that created an organization's success is often the same culture that causes it to stagnate or fail.

The Organizational Culture Workshop is a process providing managers with a sound foundation upon which to understand their organization's culture, what's working and not working and what needs to be done to make it more productive and a better place in which to work. This process is based on the competing values model of organizational culture showing how organizations are a blend of Clan, Adhocracy, Enterprise, and Hierarchy culture competing value sets.

Outcomes, Objectives & Benefits

- ◆ Distinguish between the company's core values and the competing values nature of organizational culture.
- ◆ Understand the linkage between culture, the organization's strategy, structure, systems, processes, programs and technology.
- ◆ Assess, map and analyze the current culture to see the degree of current emphasis placed on the clan, hierarchy, enterprise and adhocracy cultures.
- ◆ Explore the positive and negative practices of the current culture deciding what needs to be retained, de-emphasized and/or stopped.
- ◆ Define and map the desired future culture, linking it to the organization's vision, business strategy and/or performance goals.
- ◆ Analyze the eight competing value orientations of organizational culture: creative change, growth boundary, results - competitive, rational - goal, rules - position, process, team and human resources.
- ◆ Examine how culture change requires corresponding changes in leading and managing.

What You Can Expect Organizational Culture Workshop is a highly active and interactive learning process. Participants are engaged in simulations, assessments and small group discussions. And, depending on the length of the session, participants immediately apply what they learn to their organization or work units.

Length: This is typically a one-day workshop providing a sound working knowledge of organizational culture. Half-day executive briefing sessions are also offered, providing a broad overview of culture change.

Who Benefits: Senior Executives, directors, managers, work unit managers and key staff have found this to be an outstanding process to understand organizational culture and use it as a foundation to make their organizations more productive and a better place in which to work.

Proposal: Contact to discuss your developmental goals and what requirements you have and we'll submit proposal for tuition and any related expenses.

Application: The Organizational Culture Workshop can also be used as a strategic organizational and team development process for business and work unit teams to plan change, launch major initiatives and define/redefine strategy. This requires a multi-day process.