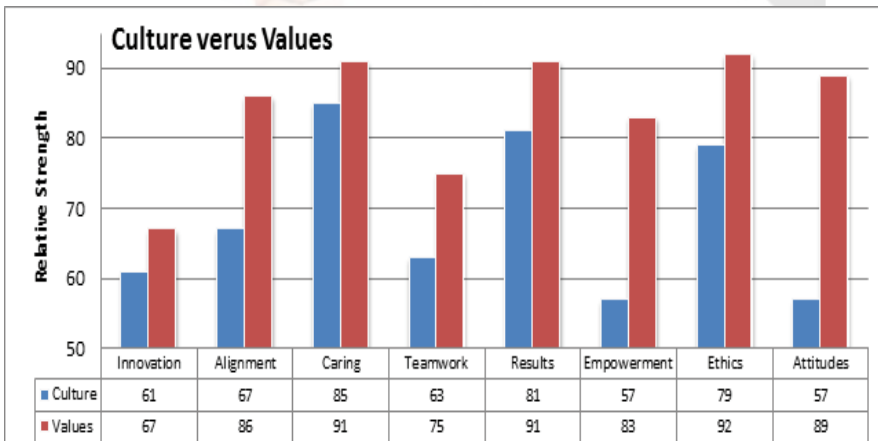


## Cultural Development Program

Our cultural development program is designed to help Senior Managers understand their organisation’s culture and make concrete plans to develop weaker aspects. Since culture is a leading indicator of performance, an improving culture results in improving performance. This program has three components:- a cultural diagnostic, cultural development workshops and cultural change planning.

A sample diagnostic result is shown below. It shows the relative strength of the values and culture of the group. This helps to understand:-

1. To what extent the values of the team reflect the stated values of the organisation.
2. What the team believes to be the culture of the organisation.
3. The difference between values and culture. This represents the values tension and aspirations of the team



Our cultural diagnostic also contains “drill downs” on each of the eight cultural dimensions. It compares the culture with the values of the different aspects that constitute each cultural dimension. Although all eight of these drill downs may not be necessary, they are all available. A sample drill down of the empowerment dimension is shown below.

### Organisational Culture Diagnostic

The diagnostic measures the values and the culture of the organisation in eight cultural dimensions - innovation, results focus, attitudes, alignment, caring, team, empowerment and ethics. The diagnostic also “drills down” into twelve specific aspects that contribute to each cultural dimension. This means that specific behaviours and competencies can be identified and addressed. Samples of this diagnostic are found at [www.odi.net.au](http://www.odi.net.au) (A partner organisation)

### Cultural Change Training Workshops

Our training helps the team to understand the nature of culture; how to address the gaps between culture, values and brand; how leaders change culture, and how to bring cultural change through the key “touch points” of the organisation. Our workshops utilise a variety of learning approaches - highly relevant material as well as video, discussions, role plays, training games, assessments and team exercises to ensure that the participants are engaged throughout the whole time.

### Cultural Change Planning

We facilitate cultural planning workshops where the team develops plans to bring the cultural change they have decided is necessary. These plans include what the organisation’s leaders will do as well as what will be done in recruiting, induction, rewards, performance management, training, communication, coaching and promotions.

Empowerment: Culture vs Values

