Organization culture transformation

Actioned on:
22 days over 8 weeks

Do you want to be know for being an organization with the best culture?

Do you diagnose (with present leaders, employees, alumni & market) & put focused effort to improve your organization's culture on a structured culture framework?

Do you have a journey for co-creating the best organization culture with your leaders & dream team?

We partner to solve the puzzle & do your 'Organization culture transformation' with a creative twist in 22 days over 8 weeks!

(7) Organization culture transformation

Organization culture is one of the most critical levers, enabling people to join & stay in an organization.

We partner & work together with you to diagnose, your organizations real undiscovered culture/behaviours & build innovative solutions to craft a new organization culture.

This journey is designed with creative tools like employee drawing/poster, genie wall, wiki wall etc.

Overall approach

Discover your current organization culture based on this framework by engaging

1. **Employees on theme-based posters discovery**
2. **C-suites through Interviews**
3. **Employee through surveys**
4. **External market with perception analysis**
5. **Alumni with connect sessions**

Define & co-create the

6. **NEW culture solution roadmap at the organization culture workshops with c-suite & ideation team**
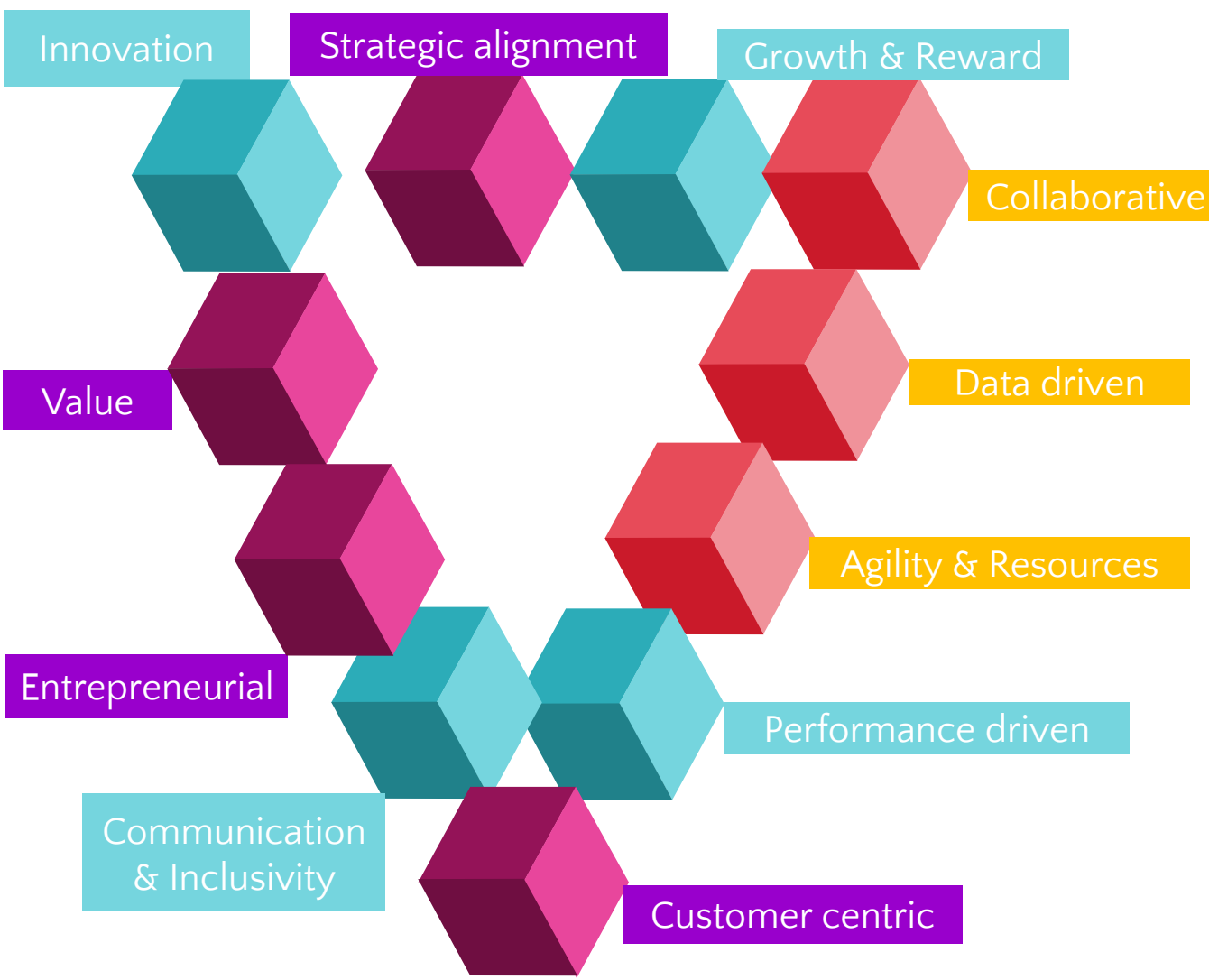
Organization Culture Pies

Values

Behaviour/ Actions

Mindset/ Belief

Organization culture framework

Innovation

Strategic alignment

Growth & Reward

Collaborative

Value

Data driven

Agility & Resources

Entrepreneurial

Performance driven

Communication & Inclusivity

Customer centric

Climate

Trusting Leadership

Passionate, Driven
Vs
Tensed & Annoyed

Emotions & Feelings

Organization culture transformation final output

We co-create version 1 of

1. Current organization culture (strengths vs opportunities)

2. Ideal-new organization culture (opportunities to be moved as strengths)

3. Focused Ideas to build a new organization culture

4. Journey & action plan towards the New organization culture

Organisation culture transformation final output

We Cocreate Version 1 of

1. Current Organization Culture (Strengths vs Opportunities)

2. Ideal–New Organization Culture (Opportunities to be moved as Strengths)

3. Focused Ideas to build a new Organization Culture

4. Journey & Action plan towards the New Organization culture

Organization culture transformation sample output snapshots

Organization Culture

Strengths	Opportunity converted to Strengths

Climate-Driven by

- Innovation
- Strategic alignment
- Data driven
- Performance driven
- Customer centric
- Agile & Resources

- Value
- Collaborative
- Entrepreneurial
- Growth & Reward
- Open Communication & Inclusive

Emotions & Feelings

Trusting Leadership

Passionate, Driven Vs Tensed & Annoyed

Organization Culture Anchors- Climate I Emotions & feelings
Objective Questions Summary

Strengths 4-5

1. How do you rate your organizations culture to innovate?
2. Does the organization empower the people to innovate?
3. Is solving a problem creatively rewarded? Is continuous innovation at work rewarded?
4. Is learning from mistakes rewarded?
12. Is the organization focused to give an exception customer service experience?
13. Is there innovation focused to the customer wants, needs & surprises ?
14. Is there a specific measurement as a metric for customer centricity for all employees?
15. Is the culture performance based?
16. Is good performance rewarded?
17. Is overall decision making Agile /fast?
18. Is the action to start-launch quick & agile?
19. Do you have the relevant resources to perform well at work including Team, skills, equipment, processes?
20. Is there standardization & consolidation of data?
21. Are there relevant tools, metrics, resources available for everyone to make data driven decisions?
22. Is data driven decision making rewarded, recognized, measured in performance?
30. Are the Strategic decisions and way forward approach clearly dissipated to the wider organization ?
31. Do we focus on strategic priorities aligned to the work we do?

Opportunity 0-3

5. Does your organizations core values gives members common language or what "Correct/right" looks like?
6. Is the Organization culture aligned to its core values? Explain ?
7. Is there an entrepreneual culture at work? You lead a project as an entrepreneur?
8. Is there an Increased ability to take Risks? Flat hierarchy?
9. Is there open communication at work?
10. Does everyone treats each other with inclusivity?
11. Are conflicts addressed openly?
23. Is the organization collaborative, non hierarchical, focused on respect, ethics & equality?
24. We are evaluated on group level achievements as well than just individual performance?
25. There is effective team work, transparency & clarity of roles?
26. Do people genuinely connect with each other without agendas?
27. Does your Organization motivates you to do your best at work?
28. Are there potential opportunities available in your org for growth & learning?
29. Would you like to stay loyal to this organization?
32. Do you trust your leaders, peers, subordinate at work?
33. To what extend are challenges, issues, conflicts addressed at work by leaders?
34. How confident are you in your leadership?
35. To what extend are your talents, skills utilized well at work?
36. What do I mostly feel at work?-Passionate, Driv...
37. Is there a way to understand & m... negative-neutral-posit...

Illustrative

3. Cocreate Ideas to build a new Org Culture

a) Describe the phase 1,2,3 Culture climate, emotions & feelings of Culture Anchors

Phase 1	Phase 2	Phase 3
Value Collaborative	Trusting Leadership	Entrepreneurial
Open Communication & Inclusive	Passionate, Driven Vs Tensed & Annoyed	Growth & Reward

4. Journey & Action plan towards the New Org Culture

Example

Culture climate, emotions & feelings	Action /Tasks (what)	Timing – Completion Date (when)	Team/Person responsible (who)
Innovation			
Value			
Entrepreneurial			
Communication & Inclusivity			
Customer centric			
Performance driven			

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Think organization growth, culture & talent happiness creatively

Making organizations next generation ready

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Let's co-create magic !**

Let's co-create your

"Organization culture transformation"

in just 22 days over 8 weeks!