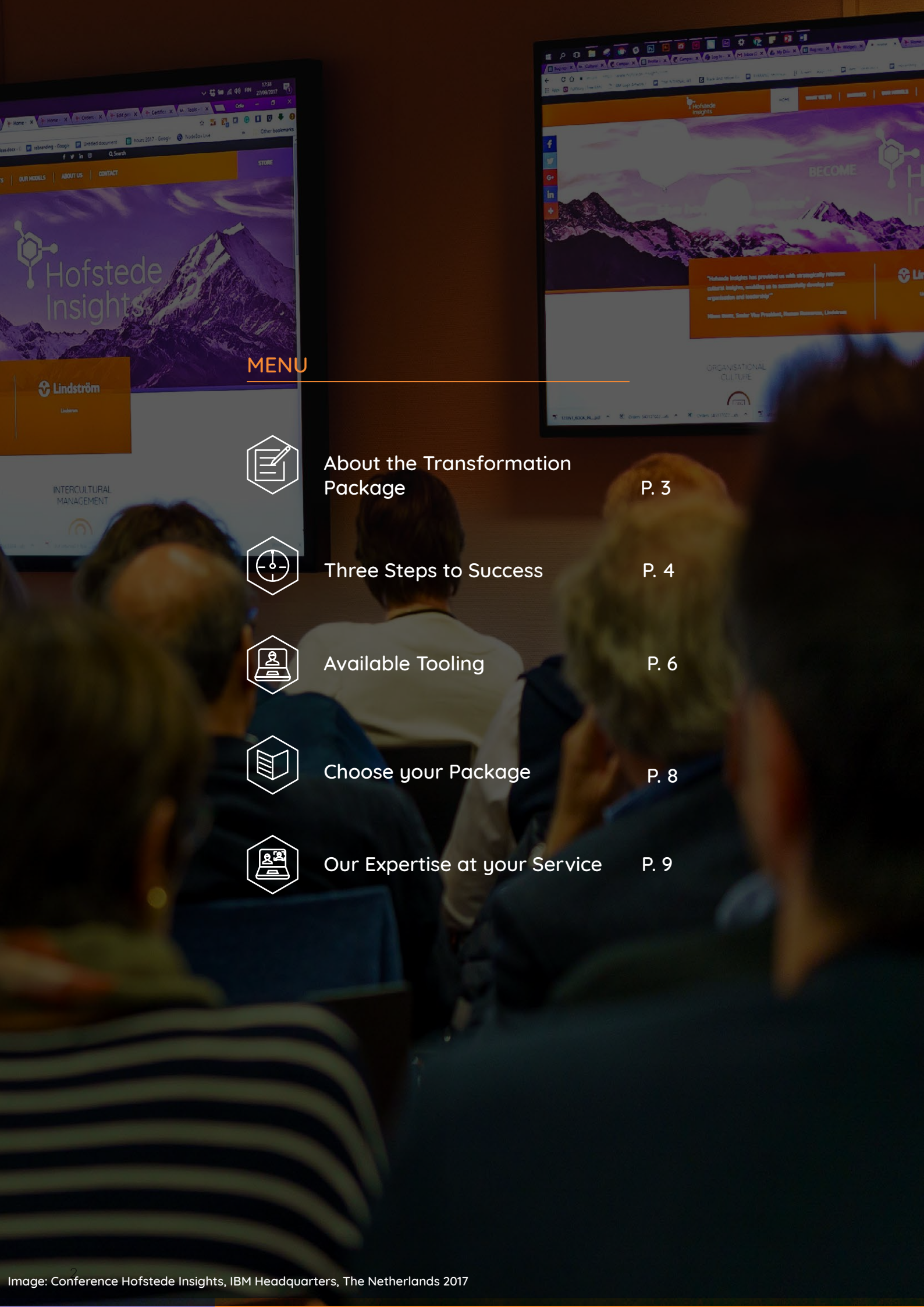


ORGANISATIONAL CULTURE

TRANSFORMATION

Design a culture that supports your strategy



MENU



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Three Steps to Success

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ORGANISATIONAL CULTURE TRANSFORMATION

Understanding the culture of your organisation without the help of an objective tool can feel like an overwhelming endeavour. Everyone will have their own opinion on the culture, but that opinion will always be subjective. Nevertheless, we cannot change our Organisational Culture without knowing our starting point.

Our Organisational Culture Transformation (OCT) package helps you uncover the culture you currently have, and change it to give you the best opportunity for long-term success.

The OCT is a complete package for you if you want to:

- Change the culture of your organisation
- Understand the culture of your organisation better
- Understand how people in your organisation relate to their work and the organisation
- Find out what underlying causes or practices are creating issues in your organisation
- Make sure the way of doing things in your organisation supports your goals
- Align the culture of your organisation with your strategy

OUTCOMES FOR YOUR ORGANISATION



CREATE A TAILORED PLAN

We will plan your transformation journey with you, based on your situation and your unique needs.



FIND THE GAP

Through surveys, interviews and workshops we will find out what the current culture in your organisation is like, and how close or far it is from where you want to be.



TRANSFORM TO GET THE CULTURE YOU NEED

We will guide you through the process of deciding where to focus your change efforts.

TESTIMONIAL

"Hofstede Insights analytical and data-driven approach enables a very hands-on, pragmatic and strategic approach to culture.

It enabled us to transform our bank into a new direction by understanding the cultural tendencies in the various groups of our bank, and surgically choose follow up actions respectful of the various nationalities within the bank."

John Iossifidis, CEO, Noor Bank



3 STEPS TOWARDS SUCCESSFUL CHANGE

THE ORGANISATIONAL CULTURE TRANSFORMATION PACKAGE

After the Intake interview, where we define the specifics of the transformation process and co-create the plan to carry it out, the transformation process can be divided into three steps.

UNDERSTAND THE CULTURE YOU CURRENTLY HAVE

STEP 1 We measure the current culture of your organisation through an online survey and/or interviews. Based on the needs of your organisation, the data collection can be done through a fully automated online questionnaire, or accompanied with a set of personal interviews conducted on different levels of the organisation.

SEE HOW FAR YOUR CULTURE IS FROM WHAT YOU NEED

STEP 2 Your consultant will guide you through the process of defining the optimal culture for your organisation based on your strategy. Your consultant will then help you identify the areas where the current culture supports your strategy, and the areas where it hinders it.

DESIGN THE TRANSFORMATION PATH

STEP 3 Your consultant will walk you through your options in transforming your culture towards the culture you need. You will learn how to implement direct change, indirect change, or a combination of both. Your consultant will also help you through the process of deciding the areas you want to focus your change efforts on.

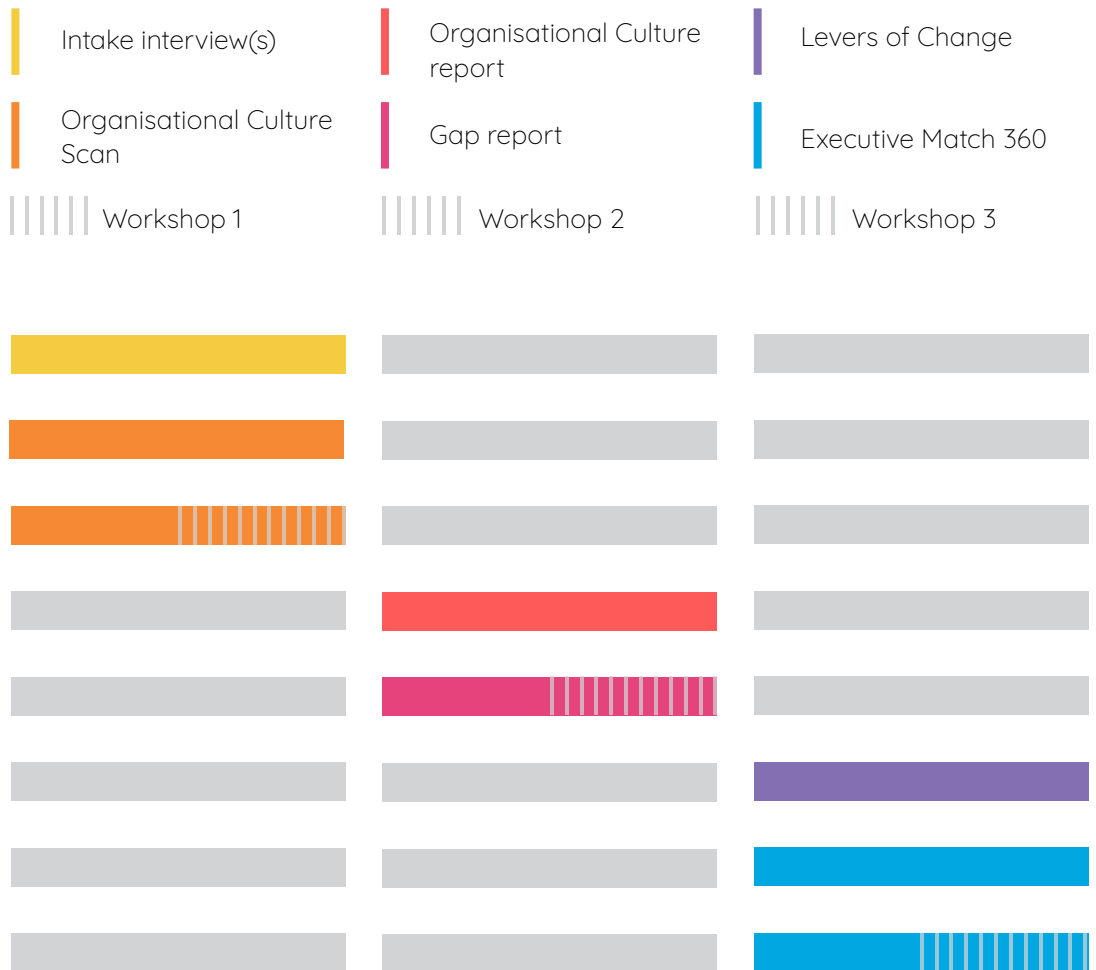
TIMELINE

Each Organisational Culture Transformation is tailored to match your needs and can vary greatly. Below you'll find an overview of the process and typical example for the timeline in a small transformation project for a team.

STEP 1

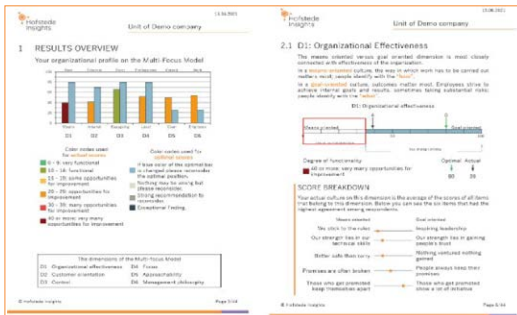
STEP 2

STEP 3



TOOLS

THE ORGANISATIONAL CULTURE SCAN



Our Organisational Culture Scan utilises answer pattern recognition technology to capture the holistic view of the current culture of your organisation. The Organisational Culture Scan analyses the data collected in order to identify the patterns and tendencies that together form your actual organisational culture.

LEVERS OF CHANGE



Levers of Change is a tool designed to bring your change efforts into real life actions and work practices. Our system analyses both your actual and optimal culture and the areas you've decided to focus on. You will receive a report listing a number of concrete and actionable changes that will bring your organisation towards its optimal culture. We call this indirect change as these changes are changes in the work environment and work practices and will impact the culture indirectly.

EXECUTIVE MATCH 360



Executive match 360 is a tool designed to analyse the degree to which the leader's behaviour supports or hinders the company's optimal culture inside the leadership team. Leaders' own behaviour is one of the most crucial aspects of cultural change in any organisation as it sets the example to the whole organisation and also communicates commitment - or lack thereof - to the change process. It assesses how the leaders' behaviour supports optimal culture.

The Transformation Package

Included elements

Intake interview to define the target for the transformation process and co-create the plan to carry it out

Organisational Culture Scan to measure the current culture of your organisation through an online survey and/or interviews

3 Workshops to guide you through the transformation process every step on the way

Levers of Change report to support indirect cultural transformation by implementing these levers of change

Executive Match 360 survey & report to measure 360° of feedback of your management team and make sure management is aligned with your culture

1 Subculture

Additional available elements

In house "Culture Squad" certification

CEO coaching programme

Extra subcultures + consolidated reports

Project management + analysis

Additional workshops for larger projects

Culture portal training

CONTACT US

As price can vary greatly depending on a number of factors such as the size of the project, the number of groups and the desired outcome, please contact us to request a tailored quote.

sales@hofstede-insights.com.



NOT WHAT YOU WERE LOOKING FOR?

FIND A PROGRAMME THAT WORKS FOR YOU

CERTIFICATION PROGRAMME

If you are looking to grow your own skill set, you might be interested in joining our certification programme in Organisational Culture.

This intensive virtual programme is designed for managers and internal and external consultants interested in using Organisational Culture as a tool of management and change.

More information including a brochure can be found [on our website](#).

INTERESTED IN A COACHING PROGRAMME FOR YOUR EXECUTIVES?

We also offer a fully tailored coaching programme designed for C-suite executives. This programme is available for individuals or executive teams.

After completing the CEO programme you will:

- Understand how Culture influences management and leadership on and offline,
- Discover how Organisational Culture influences your organisation,
- Analyse how your own behaviour impacts Organisational Culture
- Learn what you can do to make sure all of this supports your strategy.

Select one of the available paths that suits your needs best!

- Leadership and Trust
- Global Mobility
- Branding and Culture

[Visit our website for more information.](#)

Any questions about our programmes and tools can be sent to sales@hofstede-insights.com

OUR EXPERTISE AT YOUR SERVICE

Hofstede Insights has spent over 35 years helping some of the world's largest organisations transform their intercultural and organisational challenges into business success stories, and translating academic research into powerful actions.

We offer high quality expert services and solutions in the field of culture and management based on academic research and a wealth of practical experience.



UNIQUENESS

The only organisation offering a combination of Organisational and National Culture expertise.



WORLDWIDE

A worldwide network of expert consultants blend their knowledge with a deep human insight; each brings wisdom born of experience and skilled cultural observation.



EFFICIENCY

Unique expertise in translating scientific knowledge into applicable and concrete business solutions.



FLEXIBILITY

Your reality first! Powerful tailor-made solutions that unleash transformative change.



RELIABILITY

Anchored in rigorous academic theory, our data-driven analysis pinpoints the role and scope of culture in your organisation's success.



SENIORITY

A European organisation, founded in 1985. We have worked with some of the world's largest organisations.



Hofstede
Insights

Consulting | Coaching | Certification | Tooling

Learn more: www.hofstede-insights.com
Contact us: sales@hofstede-insights.com