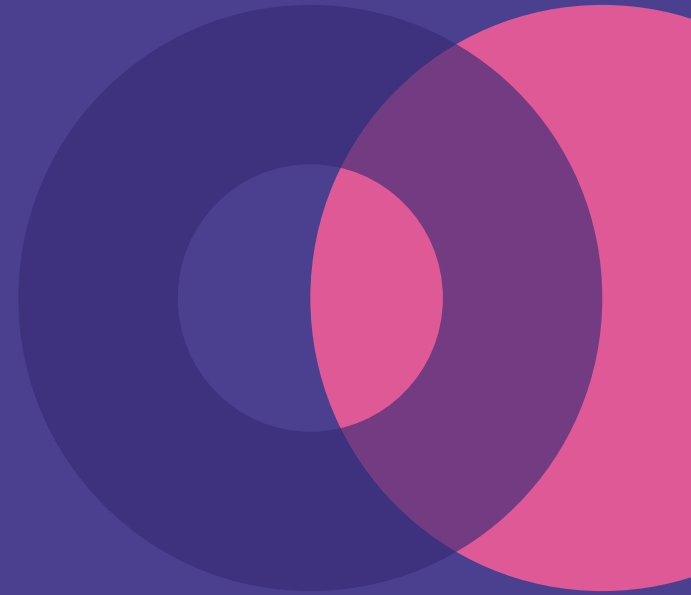
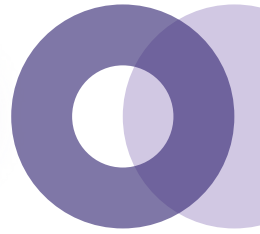


# Culture Assessment

Unlock the power of your culture



# Culture Consultancy Culture Assessment™



A data driven approach that provides a robust understanding of the current culture, including identifying the enablers and inhibitors of current performance.

The assessment is used to:



Understand variances across your organisation



Identify people and performance opportunities



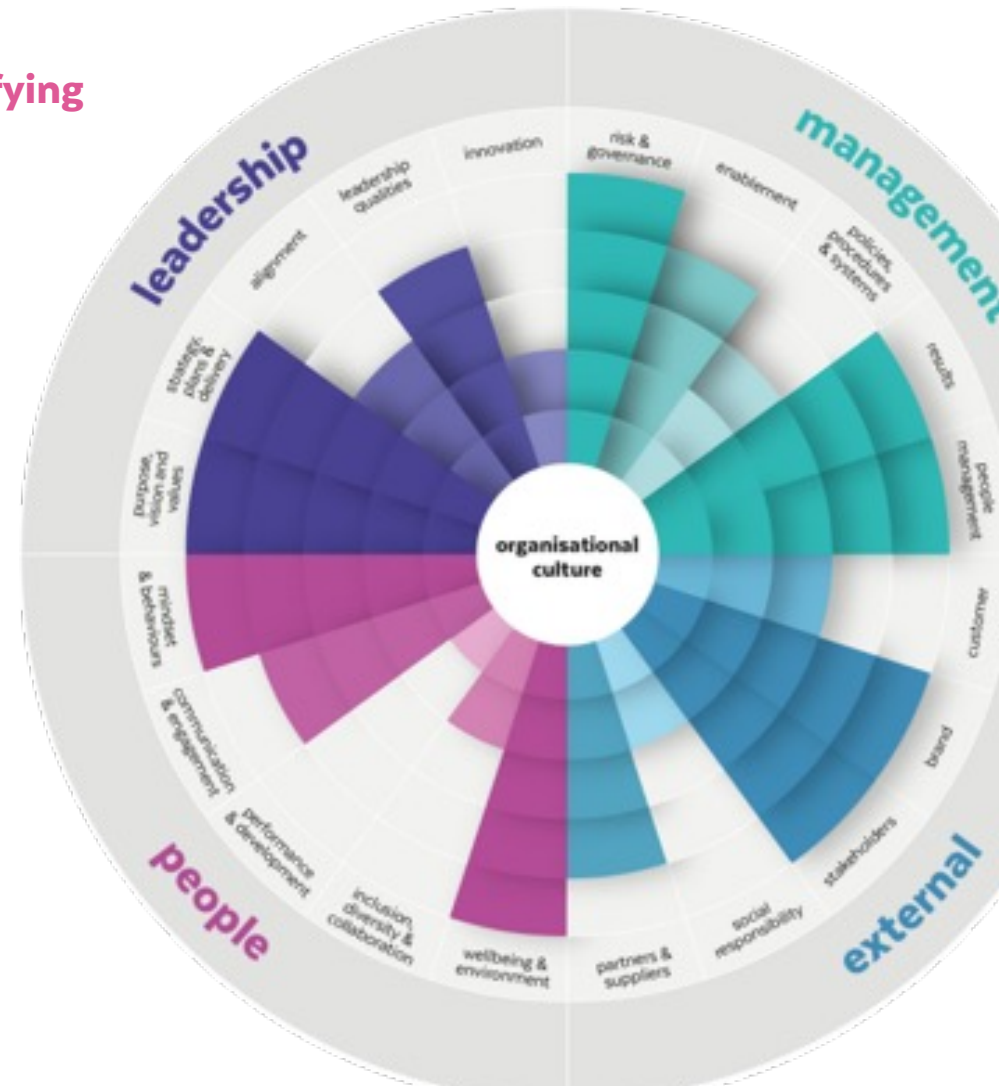
Inform the design stage of your culture change programme



Assess cultural alignment across your organisation

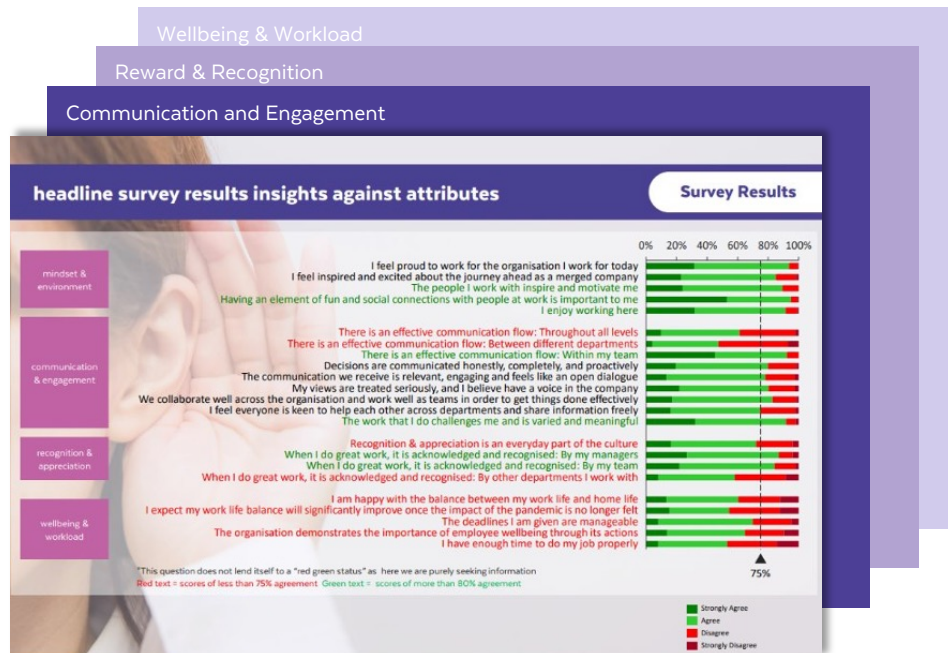


Provide a baseline measurement for future change



# Assessment deeply listens and output is tailored to you

Our comprehensive Culture Assessment offers you invaluable insights into your organisation's current culture, leading you to a path of transformation and success. Outputs from Organisational Culture Assessment will provide you a clear understanding of your current culture, what works, what doesn't, where to focus improvements and our recommendation.



# Our Culture Assessment Benefits



## Review

Thoroughly review existing culture documentation, employee feedback, and related information



## Insight

Gather insight into your existing culture(s), including the beliefs and assumptions driving behaviours



## Enablers & Inhibitors

Establish the current factors enabling or inhibiting performance and engagement.



## Alignment

Understand the strategy and future business model your culture needs to support.



## Change Catalyst

Identify the case for change and focus areas for future culture and behaviour shifts.



## Immediate Action

Identify immediate actions to kickstart culture change, including behaviour shifts that lead to early benefits.



## Design & Implementation

Inform the culture design and implementation /embedding plan.

# The benefits of our Culture Assessment

## Cultural Alignment

Understand variations in your organisation's culture and direct your focus where it matters most, achieving full cultural alignment across your teams and locations.

## Performance Improvement

Identify immediate, untapped opportunities for enhancing both people and performance.

## Enhanced Engagement

Inform the design of a future culture by identifying positive attributes that drive engagement and performance, ensuring they are reinforced.

## Change Initiatives

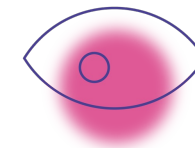
Provide a clear starting point for any culture change efforts, guiding the way for successful implementation planning.

## Strategic Alignment

Assess how well your culture aligns with your organisation's strategy, ensuring every location contributes to your strategic goals.

## Continuous Improvement

Establish a baseline measurement for future change, giving you a powerful tool for guiding ongoing culture transformation.



## What our clients say about it ...

“We asked Culture Consultancy to complete a Culture Assessment across our organisation, spanning 12 countries, as we were keen to clarify our culture after a period of acquisitions and growth. The insight the assessment provided is enabling the Executive team to really articulate the ‘Arriva Way’ so we can suitably embed this throughout the organisation. The assessment also identified changes we could make to help us to effectively and efficiently deliver our strategic plan and develop an enhanced performance culture. The Culture Consultancy team have demonstrated a pragmatic and flexible approach to the delivery of the project, modifying their approach to accommodate our circumstances, whilst maintaining a clear focus on key deliverables and milestones. Throughout the project I, as the Sponsor, was kept well informed and engaged appropriately, so was always clear on plans, progress, and emerging results.”

Alison O'Connor Group HR Director, Arriva

## About us ...

**We place humans at the heart of business success; enabling people to be their best. We are experts in organisational culture, leadership and human behaviour change; a team of practitioner consultants who all believe in the impact people and culture have on business performance.**