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CULTURE

Crafting a Sustainable Future

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LET'S CLARIFY CULTURE

Current Culture is a system of shared values and beliefs that lead to behavioral norms that guide the way people in an organization approach their work, interact with others, and solve problems. "The way work gets done when no one is looking."

Ideal Culture is the espoused values and behaviors believed to maximize effectiveness throughout the organization. "It is the way we are expected to do things around here."

Climate is the shared attitudes and perceptions of the organization that form understanding of how things are and have been.

Engagement is how much discretionary effort an employee is willing and committed to give, helping the organization achieve its goals.

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IMPORTANCE OF UNDERSTANDING CULTURE

At Harris Whitesell Consulting, we emphasize the importance of measuring culture using tools like Organizational Culture Inventory™ (OCI). By quantifying cultural attributes, organizations can identify areas for improvement, track progress, and make data-informed decisions to enhance their culture systematically.

Understanding culture is essential for creating an environment that fosters high performance, empolyee satisfaction, effective change management, and customer loyalty. It enables leaders to strategically align cultural attributes with organizational goals, providing a foundation for sustainable success.

Culture is a complex system that influences how individuals and groups within an organization behave and interact.

Six Components of Culture

1. Beliefs and Values
2. Assumptions
3. Behaviors
4. Patterns
5. Impact
6. Reinforcement

Understanding these steps helps organizations assess their current culture, identify areas for improvement, and align their culture with strategic goals for better performance and employee engagement - from current culture to outcomes, to causal factors, to ideal culture.

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Is your organization's culture an asset or liability?

Leading and managing culture is among the most important - most difficult - challenges facing organizations. These, and other, culture challenges often are neglected and position liabilities that lead to loss of top talent, poor performance, and negative impacts on company success.

CULTURE CHALLENGES

- Gaps between current culture and ideal culture
- Articulation of Mission, Vision, and Values
- Role Clarity
- Employee Engagement
- Teamwork
- Internal Competitiveness
- Intention to Stay
- Communication
- Quality of Products & Services
- Stress
- Task Facilitation
- Client Experience

WHAT CAN LEADERS DO?

- Determine whether the organization's culture is an asset or liability.
- Identify targets for change and improvement.
- Assess and pinpoint levers for achieving internal alignment between the organization's mission, vision, and values, on the one hand, and its actual day-to-day operating culture, on the other.
- Quantify the impact of change initiatives and interventions.

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STATS AND TRENDS

- Gallup reports employee engagement has dropped to its lowest levels in more than a decade.
- Gartner HR Survey finds 84% of employees believe their organization lacks a strong sustainability culture.
- Deloitte Chairman's Core Beliefs and Culture survey reports executives have an inflated sense of their workplace culture when compared to employees.
- Human Synergistics™ reports organizations with constructive cultures outperform those with defensive cultures (Performance Impact 32% more effective)
- Human Synergistics™ reports constructive cultures tend to foster environments where employees feel safe to take risks and share ideas. (Innovation 26% higher)
- Human Synergistics™ reports constructive cultures typically create more satisfying work environments. Employees feel more valued and aligned with the organization's goals, leading to stronger desire to remain with the company. (Employee Retention 19% higher intention to stay)
- Human Synergistics™ reports the cumulative effect of better performance, innovation, customer service, employee retention, quality, and teamwork often translate into improved financial performance (Profitability 19% higher)
- Deloitte Chairman's Core Beliefs and Culture survey reports 94% of executives and 88% off employees believe a distinct workplace culture is important to business success.

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MAXIMIZE EXCELLENCE!

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READY TO LEAD CULTURALLY?

Culture reveals itself daily and is a natural force and forecaster for motivation, capability, creativity, innovation, learning, development, goal attainment, affiliation, collaboration, outcomes, and collective results. Culture does not eat strategy. Culture (people) are the strategy!

Let's partner to assess, design, and empower the culture that fuels optimization of talent and company success!