

HOW DO YOU CHANGE AN ORGANISATIONAL CULTURE?



Changing the culture of an organisation is never easy but the rewards can be immense. Simply pinning down what the culture of your organisation really is can feel overwhelming. It can swing between commendable behaviours to hidden pockets of shockingly poor attitudes, and all degrees in between.

You can control your strategies, policies and tactics, but how in control are you of your organisation's everyday culture? How successful will your strategies be if not?

Our approach to helping organisations change incorporates Lean Six Sigma alongside an intelligent team of sensible people. With a proven track record that spans public and private sectors, including FTSE listed businesses, leading HEI and government departments, we have the experience to back our theories.



1. Where do we want to be?
2. Where are we now?
3. How will we get there?

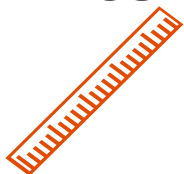
Driving Change & Delivering Results

DEFINE



- Define the problem
- Define the culture shifts required
 - Clarify values
- Review corporate strategy

MEASURE



- Define the 'right' metrics
 - Capture the 'voice' of the organisation
- Establish a baseline

ANALYSE



- Diagnose the challenges & opportunities
- Root cause analysis
- Context-driven behaviour analysis

IMPROVE



- Shape the vision
 - Align values & behaviours
- Cultural change action plan
- Leadership alignment
- Implementation

CONTROL



- Motivate through accountability
- Reinforcement
- Measurement
- Identify early warning indicators

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