

Culture Shapers

A corporate culture program designed to 'change the way we do things around here.'



“If you do not manage culture, it manages you, and you may not even be aware of the extent to which this is happening.”

Edgar Schein, professor at MIT Sloan School of Management.

WHY A CORPORATE CULTURE PROGRAM?

Improving culture, or the “**way we do things around here**” will significantly improve performance across a company, reduce risks and costs of poor practices, increase staff retention and build strong leadership teams.

The program has a **focus on leadership** due to an intrinsic link between organisational culture and leaders. If you get the leadership working well, the entire organisational culture will be impacted.

WHATS INVOLVED?

The program consists of **3 stages**:

Stage 1. Unpacking: Assessing current realities, Identifying barriers to growth, Exploring leadership contributions, and Creating the motivation to change.

Stage 2. Focussing: Learning new principles, values, and concepts. Creating new and improved standards and expectations, Identifying benefits to individuals, leaders, and the organisation, and Deciding on useful pathways.

Stage 3. Advancing: Systems Application. Setting clear expectations, Building cohesive leaders and teams, Improving quality of corporate life, and Ensuring ongoing sustainability.

WHAT HAPPENS?

Different companies have different needs and different budgets so the program can be customised to your specific situation using these components:

1. Planning and Strategy Development

Identify the aims and objectives, set clear strategies, identify potential barriers, and establish timelines.

2. Strengths and Improvement Assessment

Assessment of current strengths and areas of disconnection with the desired culture.

3. Leadership Development

Targeting leaders within the organisation to develop specific culture practices, behaviours and attitudes.

4. Systems Review

Examining all written and other relevant communications and providing recommendations for senior leaders.

5. Organisational Application

Designing communication and practical strategies for action to apply the values and culture of the company.

6. Ongoing consultation

Ensuring changes last through system refinement, debriefing, increasing motivation, and measuring success.

FOR MORE INFORMATION
CONTACT US ON
1300 889 258
coach@bridgebuild.com.au



bridgebuild.com.au 1300 889 258 coach@bridgebuild.com.au

HOW MUCH DOES IT COST?

The program costs depends on the size and scope of the project and components required. Typically, medium sized organisations spend between \$10,000- \$90,000 per program including program design, change implementation, workshops and training, program facilitation, and leadership development.