

Sustainable organizational culture

Our process for developing
and setting up.



Why it matters

Your organizational culture deserves your special attention - it is what sets your company apart.

It is what makes you attractive as an employer and retains the best employees for the long term, and it is also what ultimately drives your employees to perform at their best. Let your strategy and your culture go hand in hand.

To that end, ask yourself three questions:

1. Does our organizational culture support our corporate strategy?
2. Is our organizational culture in line with our corporate goals?
3. What does our organizational culture have to do in specific terms in order to achieve the defined goals?



How we work

We really get to understand your case and work on your organizational culture in a way that will carry you along. And this rapidly spreads to the entire work environment. We do this with a lot of experience in the field of culture development.

1. At the beginning, we create a kind of compass with which we analyse your organisation on four levels.
2. Then we answer the most important questions:
 - Where is there a need for change in line with your strategic goals?
 - What fields of action are there for the use of culture-shaping elements?
 - What should the roadmap for designing your individual cultural development process look like?
3. Together with you, we then develop a roadmap with fields of action and specific measures for your individual cultural development process.



The success criteria

What comes out for you in the end must make sense and have a solid foundation - above all, employees who act with self-conception in the interests of the company and are ready for tomorrow today. That is why we have defined clear success criteria for your cultural development process.

PARTICIPATION

With us, everyone benefits, no matter if boss or beginner, we train a representative selection of your employees and send them „into the ring“ as multipliers.

PROCESS UNDERSTANDING

We have the goal for you, but the way to get there is based on your individual needs, free of rigid specifications and completely tailored to your company.

LEARNING AND EXPERIMENTATION ROOMS

Get started, plunge into the process with courage and joy, be right in the middle of it - our approach invites experimentation and sustainable learning.



How you benefit

Cultural processes are the basis for the general handling of change in your company. This means that these success criteria are applicable to all change processes. Change capability means future capability. Or, as the famous quote by Peter Drucker puts it in a nutshell:

»Culture eats strategy
for breakfast!«

Peter Drucker*

* 1909 – 2005, US economist of Austrian origin. He is considered a pioneer of modern management theory and an original and independent thinker.



Implementation

TARGET GROUP

Companies with 50 to 500 employees

FRAME

- 4 days with a small, representative project group (5-10 employees, depending on the size of the company), over a period of 12 months.
- 3 days with a representative group from management
- 4 days with both groups
- 4 days on-site process support

The context represents the typical experience value and can be adapted according to the situation. Face-to-face events are usually accompanied by 2 consultants.

COSTS

€ 54,000* plus travel expenses, incl. preparation and follow-up work

* In certain business situations, a portion of the costs is eligible for funding through the Federal Ministry of Labour and Social Affairs. Our consultants are certified process facilitators for these programs, so you can take advantage of them if you meet the eligibility criteria.

All prices are without value added tax.



CULTURE IN COMPANY ROCKS

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Please also visit our website!

www.culture-in-company.rocks