



INNERSEE

MAXIMIZING HUMAN POTENTIAL THROUGH
awareness, understanding and experience.

Culture Transformation Organizational Culture Inventory®

What can you do if your organization's culture isn't producing desired results?



Promoting and maintaining an organizational culture requires clearly and consistently communicating expectations.

Using the **Organizational Culture Inventory®**, InnerSee can assist in measuring the current culture of your organization and assess the outcomes associated with that culture. Results along these items will provide insights into the possible need for cultural change.

Promoting and maintaining an organizational culture that encourages effective behaviour on the part of members requires clear and consistent communication expectations across all levels of your organization. That's why, in addition to helping you understand and assess the culture of your organization, this tool provides suggestions on how your organization can move its current culture toward the ideal using varied levers for change at the individual, manager and organizational levels.

Outcomes of culture work

Beyond measuring the operating culture, the current form of the OCI® assesses key outcomes: individual member satisfaction, intention to stay, role clarity and role conflict, and perceptions of the organization's service quality.

The OCI® can be used to:

- Signal and/or validate the need for cultural transformation
- Plan and monitor organizational development programs
- Support programs designed to enhance strategy implementation, employee engagement, organizational learning, quality and reliability, and/or customer service
- Facilitate mergers, acquisitions, and strategic alliances
- Enhance managers' understanding of culture and sustainability
- Manage diversity and corporate responsibility
- Measure culture for teaching and research purposes



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Culture Transformation

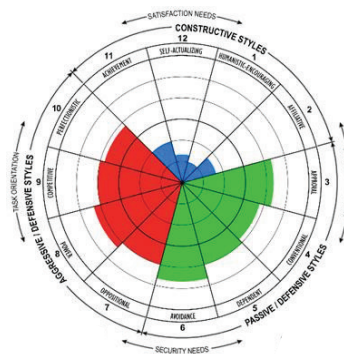
Organizations are all made up of the individuals' combined attitudes, values and beliefs which creates a culture that is specific and unique to that organization.

An important goal for any organization is to insure and improve upon their long-term viability. The long-term viability can be enhanced by improving:

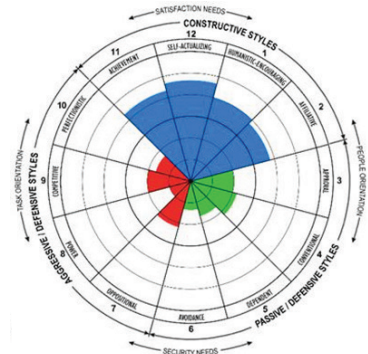
- Employee engagement
- Quality of service
- Teamwork and external adaptability.

In order to improve these outcomes you must improve the culture of the organization. The following OCI circumplex illustrations provide an example of the potential difference between a current culture and ideal culture.

Current culture



Ideal culture



“Culture is an abstraction, yet the forces that are created in social and organizational situations that derive from culture are powerful. If we don’t understand the operation of these forces, we become victim to them”.

- Edgar Schein

Defensive cultures encourage employees to:

- Resist change
- Assign blame
- Use chain of command to control and direct

Constructive cultures encourage employees to:

- Communicate openly
- Take responsibility and accountability
- Be innovative and collaborative

The **Organizational Culture Inventory®** is the most widely used and thoroughly researched culture assessment tool in the world.

How can we help you maximize the potential of your organization? You can contact our office by phone, **519-653-2337** or send us an email at **info@innersee.com**

innersee.com

InnerSee is certified and accredited to use products from:



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