

Aim of the programme

In an increasingly challenging market place businesses need to adapt and shape their culture to create the right environmental conditions to help the business to flourish. However, all too often the culture is left to evolve by itself and organisations often become paralysed by a culture that encourages the mediocre or is in conflict with the true needs of the business. For those businesses looking to bring back control in this area, this facilitated programme of support will explain how they can develop and then align their organisational culture to support the long-term growth of the business.

As a result of attending this course, delegates will develop their knowledge and skills to:

- Understand the current culture of the business, the challenges and limitations that it creates and the positive features that can be further exploited
- Analyse the strategic demands that will be faced by the business in the next 5 years
- Explore the future culture required to bring about success
- Identify the key stakeholders and their demands in the process of cultural evolution
- Define the key actions required to lead the business forward from the current to the future desired state
- Explore the leadership styles required to underpin the proposed developments

Who is the course for?

This course is ideal for Senior Teams who have the power and authority to have a direct influence on the culture within their business.

Content – 2 days

The course includes the following core themes:

- Describing the current culture of the business
- Assessing the impact of the current culture on business performance
- Exploring the link between Values, Beliefs, Behaviours and Organisational Culture
- Exploring the factors affecting the business in the next 5 years
- Defining the best culture to underpin future success
- Developing an action plan based on well-formed outcomes
- Engaging the rest of the business
 - Identifying the key stakeholders for cultural evolution
 - Exploring your personal role and responsibility in achieving the cultural blue-print for the business
 - Defining the best Leadership Style to underpin the proposed developments

Structure

This is a two-day course that includes a number of practical exercises and facilitated discussions that are framed around the organisation itself