

Organizational Culture

The Most Effective Method for Improving the Performance of Your Entire Organization

The quickest way to dramatically improve overall business performance is to improve organizational culture. My approach is rooted in over 25 years of research linking organizational culture to performance metrics such as return on investment, sales growth, quality, innovation and customer and employee satisfaction.

At the core is a set of diagnostic surveys that are designed to help organizations align their culture, diagnose specific areas of strengths and weaknesses, and build accountability into the development process — all helping you reach your goal of creating a high-performing organization.

These solutions enable you to address critical business challenges in areas such as:

- Leadership development
- Alignment of strategy with human capital
- Mergers and acquisitions integration
- Leadership transitions
- Transformation and turnaround situations

ASSESSMENTS USED:

The Denison Organizational Culture Model, which was created by Dr. Daniel Denison, a world-renowned expert in organizational psychology. The Denison model has increasingly become the cultural and organizational effectiveness assessment tool of choice. It has been used by more than 5,000 companies worldwide, including HP, NASA, jetBlue Airways, ABC Disney, Northrop Grumman, THAAD, RJ Reynolds, Pulte Homes and the Defense Logistics Agency (DLA).

MY CERTIFICATIONS:

I'm certified as a Denison Organizational Culture Advisor.

What I Can Do for You:

By applying the Denison Organizational Culture Survey, we'll be able to benchmark your organizational culture scores against a global database and develop action plans to improve your current practices.

This will deliver a complete cultural assessment of any specific team, group, division or department in your company.

We compare your organization's raw survey data to our global database of nearly 1,000 organizations (from multiple industries, regions and sectors) and tabulate a graphical profile that conveys the results in the form of percentile scores. This method enables you to benchmark your culture scores against other higher and lower-performing organizations worldwide. These survey results provide a measure of your organization's progress toward achieving a high-performance culture and optimum results.

We can use it to:

- Refine your mission and purpose
- Define your strategic direction and intent
- Establish goals and objectives
- Enhance your company's vision
- Improve teamwork between multiple locations
- Listen to the marketplace
- Implement new ideas
- Create a stronger customer focus
- Improve organizational learning
- Align and engage your people
- Create a sense of empowerment for your people
- Enhance your teams' capabilities
- Create consistency
- Define core values
- Learn how to create agreement
- Create greater loyalty