

KoeN TAO ⊕ CULTURE

tracing and transforming organisation culture

Scope

Culture Audit

Aura & Shadow Sides of existing Culture, Values & Working of the organisation

Culture Overview

A broad-based map of the current cultural landscape of the organization

Anecdotal Qualitative Culture Anchors (Stories) resonating with its spirit

Culture Index

Quantitative Index with breakdowns across organisational units

Gaps between espoused and practiced culture elements

Milestones and Barriers for espoused elements and Preliminary Change Roadmap

Leadership Engagement

Interviews, Surveys & Change Management workshops

Handholding to evolve and implement emergent Roadmaps



#CultureIndex #Values #delTa #CultureLeadership #Strategy

Culture is the ultimate strategic differentiator of any organisation. And though it is a complex and abstract phenomenon, connecting with its elements deliberately and explicitly is a clear choice for committed organizations and leaders.

Without a doubt, every part of an organization contributes to the culture and gets impacted by it in turn. Out of the numerous elements to be studied, the core cultural elements of an organization can be its Purpose, Values, and Processes. Often documented and shared with all organizational members as espoused culture, they also manifest as bright or dark reality in practice.

To that effect, a culture study cannot be complete without studying both espoused and practiced culture. The emerging gap between the two is the delta to be overcome with emerging milestones and a roadmap to bridge that difference.

TAO (Observing, Acknowledging, Transforming) is a unique engagement available for leaders and organizations enthused by and committed to conserving and evolving the essence.

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