

Organizational Culture

Survey and Workshop

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What is the Grid Organizational Culture Survey and Workshop?

Organizational culture is by far the most powerful force to help or hinder change in an organization. It's an amalgamation of attitudes, values, norms, traditions, precedents, and past practices, and it is a self-sustaining, living system. All that has occurred comes together in one tremendous force that speaks to each person in the organization about how to behave, how to interact, how to communicate, and how to make decisions.

The Grid Organizational Culture Survey—completed online—works in conjunction with the Organizational Culture Workshop to provide a basis for harnessing culture for successful change.

Who Can Benefit?

Leaders and employees alike can benefit. People want to do their best and only perpetuate poor practices because they are unaware of, or don't know how to change, those practices. The survey brings practices out into the open for objective study and gives every organizational member the power to change.

How Is It Done?

The survey uses eight dimensions of organizational culture: authority, goals and objectives, conflict resolutions, coordination, critique, commitment, productivity, and standards of excellence. Within each dimension participants examine seven statements that describe ways an organization might operate and compare these statements with the way their organization currently operates. Space is also included for participants to provide examples and comments to support their comparisons.

Organizational leaders then complete the workshop to collectively identify “soundest” culture practices using

the same statements as the survey. They then compare the soundest with the actual survey results. The comparison brings areas needing change into bold relief that leaders can use to develop change strategies.

Workshop Goals

- Deepen the awareness and understanding of the emotional and intellectual aspects of change.
- Deepen the awareness and understanding of the implications of change for the organization and the individual.
- Define the key areas for change in your organization.
- Define barriers to implementing change and strategies for addressing those barriers.
- Deepen the awareness and understanding of the role and responsibilities of the senior decision makers in the period of change.

Expect Results From the Organizational Culture Survey and Workshop

The survey and workshop provide a roadmap for applying objective business strategies to subjective human resources. Leaders will understand what areas need change and can periodically repeat the survey to measure progress.

How Long Does It Take?

Administering the survey takes approximately three weeks to set up and complete. The online survey itself takes a participant approximately 20 minutes to complete. The workshop takes four hours to complete.

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