

Organisational Culture

The 13 Dimensions explored within the OCQ:

- Productivity
- Leadership
- Customer Focus
- Communication
- Conflict Management
- H.R. Management
- Participation
- Innovation
- Decision Making
- Professionalism
- Fun
- Organisation Structure
- Integrated Goal
Integration

HFI Culture Values Workshop

It is particularly important for leaders to understand the culture of their organisation:

- During times of change, merger or acquisition
- When planning the business and human resource strategies
- During a phase of expansion
- When different divisions or geographical areas have their own cultures

Why is it Important? Culture:

- Determines **how the organisation will respond to change** and how it is likely to deal with problems.
- Determines the **kind of people** who will be attracted to the organisation and who will be successful in it.
- Gives **clear direction** for the training and development of Individuals by defining what it takes to succeed and what skills are required to do well in the organisation.
- Organisations which have cultures that are too strong can become **resistant to change** and will be slow to adapt to their environment.

Whatever the theoretical definitions of organisational culture, every organisation has its own definition and may refer to it as their; Organisation Style, 'The way we do things around here' or their Company Philosophy.





Human Factors provide a full planning service and measure your company's culture using our Organisational Culture Questionnaire (OCQ). HFI provides a full analysis of the responses from the questionnaires building a profile of the current organisational culture whether for the whole organisation or by sub-section.

There are many benefits of effectively understanding and managing your company's culture. Failure to do so can have potentially catastrophic results for your business and there are a number of examples of companies that have ceased to exist as a result of failing to pay attention to cultural issues.

Benefits of using HFI for your Cultural Review

The HFI process tells you which behaviours are already in place in your organisation and which need attention. We work with you to find ways of introducing or improving the preferred behaviours into your organisation through a variety of interventions to ensure that your company culture is supporting your organisational goals.

Call us now to discuss how we can help.

Human Factors International

Human Factors International are Business Psychologists and Organisation Development Consultants with a network of offices and associates in 45 countries worldwide.

We provide solutions to help organisations to select the right people; to coach and develop these people and to create systems and structures within which they can function effectively.

If we can help you to better manage your company culture, please call us now on;
+44 (0)20 7831 3123 or email enquiries@hfi.com