

CULTURE ASSESSMENT SERVICES

Premise:

- Leadership creates the foundation for the culture in a work unit or a company. Culture can enhance or detract from the achievement of organizational goals.
- Standard culture studies are revealing, but often result in an organization trying to change the culture directly rather than redirecting leadership. Culture is not linked to organizational strategies.
- Leadership behaviors can be learned, changed and mitigated.
- The most efficacious way to create lasting change is to measure leaders beliefs about their leadership behaviors and compare with what culture employees actually experience. Then, develop leaders in ways that close the gaps and create the desired culture.

Process:

- Determine the organizational or work unit's strategic goals and critical, supporting leadership behaviors needed by using the LEA Strategic Directions process.
- Using a representative sample, assess the culture leaders believe they are creating as well as what employees are experiencing by using the Leadership Culture survey.
- Determine the gaps and create interventions for leaders to close the gaps.

Results:

- A concise, diagnostic report showing the leadership behaviors that are creating the desired cultural environment as well as the ones that are not.
- Leaders are developed in ways that support and drive the organization's strategy. Changes can be linked to performance management system.
- Leaders are empowered to make the appropriate changes to actually create the culture they believe in. Their behaviors match their intentions.

Additional Applications:

- In mergers and acquisitions, compare the similarities and differences between the two leadership cultures. Determine if leaders in acquired company will drive the desired culture.
- Assess the variety of leadership cultures that exist throughout large organizations.
- Prepare for and drive organizational change in strategic ways that work.