

# Culture

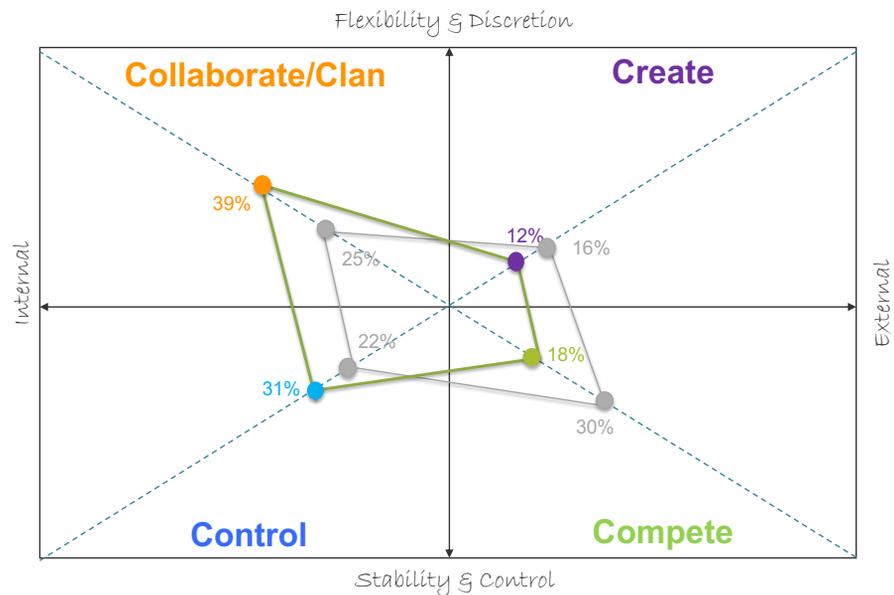
Culture is the way things are done around here.

## Why does it matter?

Your culture determines what will get done and what will not get done, therefore it delivers your business results. It includes underlying beliefs, values and daily interactions that create a social and psychological environment.

## Four types

There are four primary types of culture. Your organizational culture is described by a unique blend of these four.



There is no right or wrong culture. The question is whether it is bringing out the best in your people and delivering value for the organization. We can measure your culture and compare it against what is typical for your industry. This gives your team a lens and a language with which to make intentional choices to shape the culture in a positive direction.

## Our Process:

1. Your team takes an online assessment to type your culture and the results it is producing.
2. The Thrive team interviews a sampling of your employees to understand your culture through their viewpoints.
3. We produce a report and present the results to your team.
4. We work with your team to determine any shifts that might be desired in the existing culture and help you draft a plan to begin to adopt the behaviors to make the enhanced culture a reality.
5. We are available for support as you make the changes.

There is a classic “shadow side” to each culture that can evolve. For example, a clan/collaborate culture may avoid difficult conversations and hold onto low performers too long. Watching for and managing these improves the health of your culture.



**“The culture of any organization is shaped by the worst behavior the leader is willing to tolerate “**

School Culture Rewired, 2015

We are a team of diverse autonomous collaborators bringing the right expertise to the table just when it is needed. If you have a challenge standing between you and success, let us know – we can help!



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