



The Culture
Factor
| GROUP

ORGANISATIONAL CULTURE

TRANSFORMATION

Design a culture that supports your strategy

MENU



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ORGANISATIONAL CULTURE TRANSFORMATION

Understanding the culture of your organisation without the help of an objective tool can feel like an overwhelming endeavour. Everyone will have their own opinion on the culture, but that opinion will always be subjective. Nevertheless, we cannot change our Organisational Culture without knowing our starting point.

Our Organisational Culture Transformation (OCT) package helps you **uncover the culture you currently have**, and **change it** to give you the best opportunity for long-term success.

The OCT is a complete package for you if you want to:

- Change the culture of your organisation
- Understand the culture of your organisation better
- Understand how people in your organisation relate to their work and the organisation
- Find out what underlying causes or practices are creating issues in your organisation
- Make sure the way of doing things in your organisation supports your goals
- Align the culture of your organisation with your strategy

OUTCOMES FOR YOUR ORGANISATION



CREATE A TAILORED PLAN

We will plan your transformation journey with you, based on your situation and your unique needs.



FIND THE GAP

Through surveys, interviews and workshops we will find out what the current culture in your organisation is like, and how close or far it is from where you want to be.



TRANSFORM TO GET THE CULTURE YOU NEED

We will guide you through the process of deciding where to focus your change efforts.

TESTIMONIAL

"The Culture Factor Group analytical and data-driven approach enables a very hands-on, pragmatic and strategic approach to culture. It enabled us to transform our bank into a new direction by understanding the cultural tendencies in the various groups of our bank, and surgically choose follow up actions respectful of the various nationalities within the bank."

John Iossifidis, CEO, Noor Bank

3 STEPS TOWARDS SUCCESSFUL CHANGE

THE ORGANISATIONAL CULTURE TRANSFORMATION PACKAGE

After the intake interview, where we define the specifics of the transformation process and co-create the plan to carry it out, the transformation process can be divided into three steps.

UNDERSTAND THE CULTURE YOU CURRENTLY HAVE

STEP **1** We measure the current culture of your organisation through an online survey and/or interviews. Based on the needs of your organisation, the data collection can be done through a fully automated online questionnaire, or accompanied with a set of personal interviews conducted on different levels of the organisation.

SEE HOW FAR YOUR CULTURE IS FROM WHAT YOU NEED

STEP **2** Your consultant will guide you through the process of defining the optimal culture for your organisation based on your strategy. Your consultant will then help you identify the areas where the current culture supports your strategy, and the areas where it hinders it.

DESIGN THE TRANSFORMATION PATH

STEP **3** Your consultant will walk you through your options in transforming your culture towards the culture you need. You will learn how to implement direct change, indirect change, or a combination of both. Your consultant will also help you through the process of deciding the areas you want to focus your change efforts on.

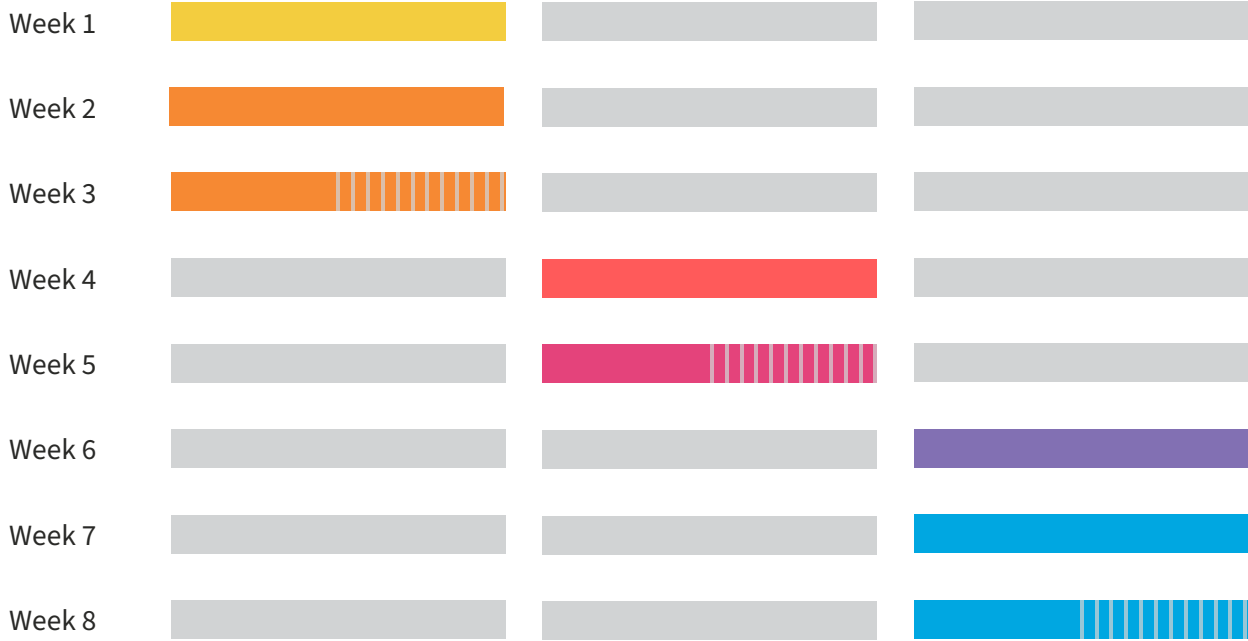
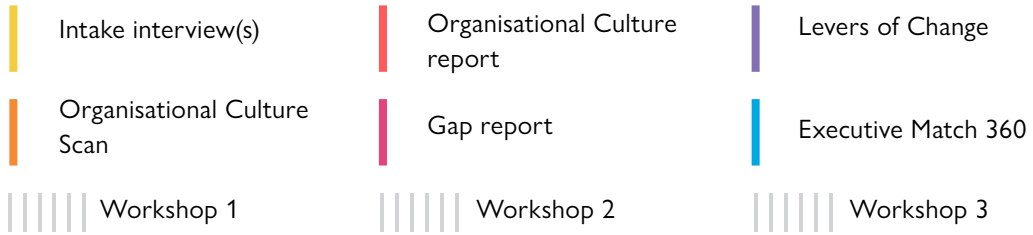
TIMELINE

Each Organisational Culture Transformation is tailored to match your needs and can vary greatly. Below you'll find an overview of the process and typical example for the timeline in a small transformation project for a team.

STEP 1

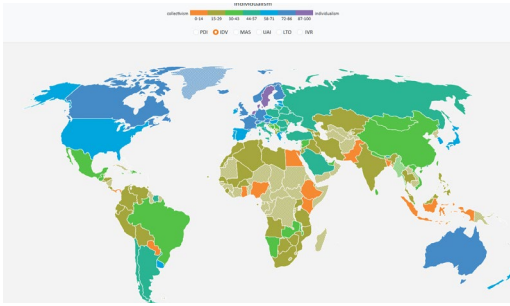
STEP 2

STEP 3



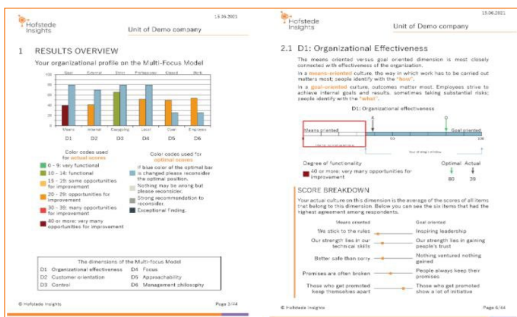
TOOLS

THE CULTURE PORTAL



The Culture Portal is an online platform where you will find an extensive array of cultural tools and materials designed to help you manage your culture initiatives. On the Culture Portal, you will be able to launch and manage your surveys, e-learning, consult your reports, read more information on culture, and use our exclusive maps.

THE ORGANISATIONAL CULTURE SCAN



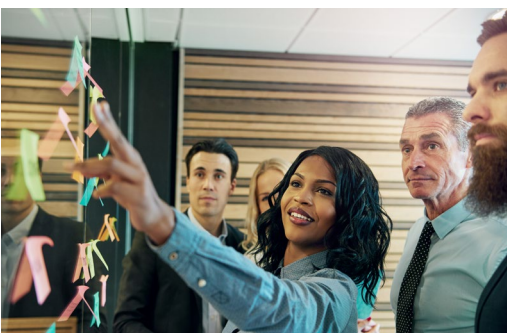
Our Organizational Culture Scan utilises answer pattern recognition technology to capture the holistic view of the current culture of your organisation. It analyses the data collected in order to identify the patterns and tendencies that together form your actual organisational culture.

EXECUTIVE MATCH 360



Executive match 360 is a tool designed to analyse the degree to which the leader's behaviour supports or hinders the company's optimal culture inside the leadership team. Leaders' own behaviour is one of the most crucial aspects of cultural change in any organisation as it sets the example to the whole organisation and also communicates commitment - or lack thereof - to the change process. It assesses how the leaders' behaviour supports optimal culture.

LEVERS OF CHANGE



Levers of Change is a tool designed to bring your change efforts into real life actions and work practices. Our system analyses both your actual and optimal culture and the areas you've decided to focus on. You will receive a report listing a number of concrete and actionable changes that will bring your organisation towards its optimal culture. We call this indirect change as these changes are changes in the work environment and work practices and will impact the culture indirectly.

THE CULTURE ADVISORY BOARD



For organisations that know culture matters, but aren't yet sure how. The Cultural Advisory Board connects you with a dedicated, certified cultural specialist who provides ongoing sparring, mirroring, coaching, facilitation, and strategic input.

Ideal for teams navigating uncertainty around culture-related challenges, this service helps you clarify needs, test ideas, and build cultural competence over time, with expert guidance on hand when you need it most.

The Transformation Package

INCLUDED ELEMENTS

Intake interview to define the target for the transformation process and co-create the plan to carry it out

Organisational Culture Scan to measure the current culture of your organisation through an online survey and/or interviews

3 Workshops to guide you through the transformation process every step on the way

Levers of Change report to support indirect cultural transformation by implementing these levers of change

Executive Match 360 survey & report to measure 360° of feedback of your management team and make sure management is aligned with your culture

1 Subculture

ADDITIONAL AVAILABLE ELEMENTS

In house "Culture Squad" certification

CEO coaching programme

Extra subcultures + consolidated reports

Project management + analysis

Culture Advisory Board

Additional workshops for larger projects

Culture portal access and training

CONTACT US

As price can vary greatly depending on a number of factors such as the size of the project, the number of groups and the desired outcome, please contact us to request a tailored quote.

sales@theculturefactor.com.

NOT THE PROGRAMME YOU WERE LOOKING FOR?

FIND A PROGRAMME THAT WORKS FOR YOU

CERTIFICATION PROGRAMME

If you are looking to grow your own skill set, you might be interested in joining our certification programme in Organisational Culture.

This intensive virtual programme is designed for managers and internal and external consultants interested in using Organisational Culture as a tool of management and change.

[More information](#)

INTERESTED IN A COACHING PROGRAMME FOR YOUR EXECUTIVES?

We also offer a fully tailored coaching programme designed for C-suite executives. This programme is available for individuals or executive teams.

After completing the [CEO programme](#) you will:

- Understand how Culture influences management and leadership on and offline,
- Discover how Organisational Culture influences your organisation,
- Analyse how your own behaviour impacts Organisational Culture
- Learn what you can do to make sure all of this supports your strategy.

Select one of the available paths that suits your needs best!

- Leadership and Trust
- Global Mobility
- Branding and Culture

Any questions about our programmes and tools can be sent to
sales@theculturefactor.com



OUR EXPERTISE AT YOUR SERVICE

EFFECTIVE CULTURE SOLUTIONS

We take the time to understand your unique challenges and needs. Rather than offering one-size-fits-all services, we believe in co-creation. You become more than just a client; you are a trusted partner. Together, we develop solutions that are tailor-made to resolve your specific cultural challenges.

UNIQUENESS

By weaving National and Organisational Culture into our approach, we offer a holistic viewpoint that transcends standard cultural consultancy. Our bespoke solutions align your organisation's values and practices with the specific cultural environments in which you operate.

FLEXIBILITY

In today's fast-paced world, adaptability is crucial. Our Culture Portal offers real-time access to a treasury of cultural knowledge and data, giving you the flexibility to make informed decisions on the fly.

RELIABILITY

We are firmly grounded in a data-driven approach, transforming abstract cultural insights into tangible, actionable strategies. With us, you're making decisions based on rigorous data, not assumptions.

GLOBAL REACH

With a vast network of consultants and specialists stationed on every continent, we deliver a world of perspectives straight to your doorstep. This extensive global footprint empowers us to offer solutions that are finely tuned to local nuances. At the core of The Culture Factor is an unwavering commitment to customer satisfaction, achieved through global excellence.



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Consulting | Coaching | Certification | Tooling

Learn more: www.theculturefactor.com

Contact us: sales@theculturefactor.com