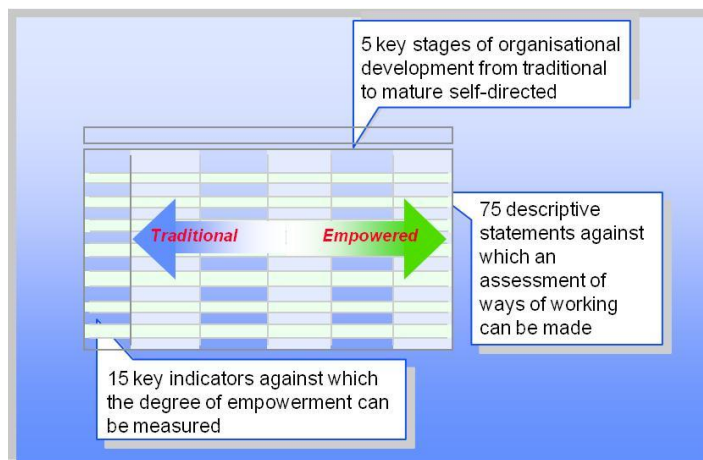


# Organisation Culture Profile



## What is it?

The Organisation Culture Profile is a means to define the current and desired culture of an organisation by assessing 15 key indicators against five stages of organisational development. It uses everyday terms that are recognisable by people at all levels in an organisation.

## What is it used for?

It is used to create a shared vision of the kind of organisation you want to become: agreeing the starting point and identifying the necessary steps to get there.

## What are the benefits?

Using the OCP ensures that everyone who contributes to shaping culture has a voice in changing it.

## How does it work?

Ranging from 'traditional' to 'mature self-directed', the profile explores the interplay between the fifteen elements to build up a four dimensional picture of an organisation's culture:

### Structures and Procedures

This dimension describes the overall design of the organisation and the reporting relationships within it. It shows how the nature of individual roles impact on ownership and decision-making and the efficacy of information flow within the organisation.

### Communication and Information Management

This dimension is concerned with the interchange of information and ideas and determines how effectively information flows up, down and across the company.

### Relationships

This dimension describes the nature of the interactions between people across the vertical and horizontal layers of the organisation. It shows how peoples' behaviour towards each other at work is influenced by their values and beliefs and their perceptions of the values and beliefs of others.

### Style

This dimension captures the least tangible aspects of an organisation's culture: the informal rules and procedures that influence 'how we do things around here'.