



ORGANIZATION CULTURE STUDY



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Our Organizational Culture Study is a custom-designed exercise to capture the various layers of culture, performance drivers and efficacy of the policies and practices of an organization, thus helping to create an environment of growth and higher productivity and to understand what the employees want and what could motivate them at work. We use Robert Quinn and John Rohrbaugh's CVF framework and Udai Pareek's OCTAPACE for the culture study which helps us identify the gaps and thereby plan the interventions for sustainable business achievements.



OUR ORGANIZATIONAL CULTURE MODEL

COLLABORATE
CREATE
CONTROL
COMPETE

COMPETING VALUES FRAMEWORK (CVF)

CVF helps leaders to diagnose and manage the inter-relationships, congruence and contradictions among different cultural aspects of the organization.

It defines Organizational Culture under 4 categories/ types that capture the inherent cultural tensions and contradictions that the organizations face in their business lifecycle.

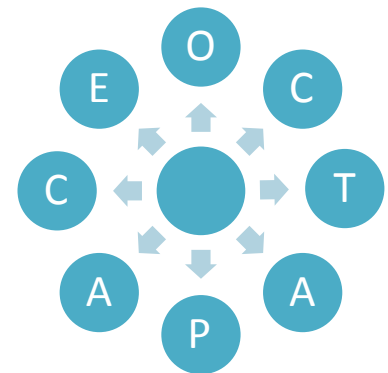
- Collaborate
- Create
- Control
- Compete

OCTAPACE

It captures the dimensions of culture that are fundamental to organization's identity, core purpose and success. OCTAPACE provides a path to create a shared vision by assessing the dimensions and creating actions accordingly.

There are eight dimensions of the OCTAPACE culture study

- Openness
- Collaboration
- Trust and Trustworthiness
- Authenticity
- Pro-action
- Autonomy
- Confrontation
- Experimentation



OUR APPROACH

Understanding the objective and scope of the survey



Custom-designing the questionnaire



Setting-up the survey on the web



Response collection and follow-ups



Data analysis



Organizational Culture Report preparation and presentation



Plan of action workshops





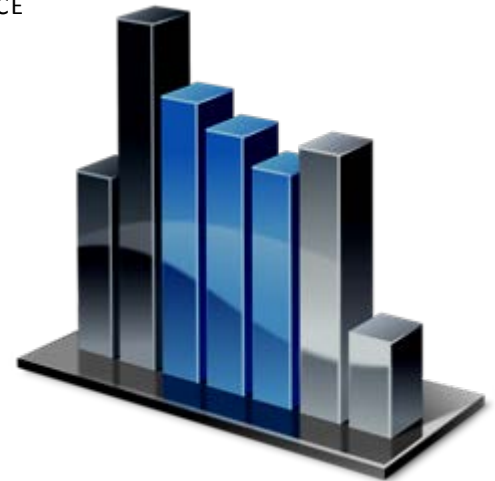
QUESTIONNAIRE AND REPORT HIGHLIGHTS

Questionnaire

- Customized questionnaire based on validated drivers of CVF framework and OCTAPACE
- Qualitative response on specific areas

Report

- Easy to understand and interpret sections
- Customizable report content to the organization needs
- Visual representation of the data analysis
- Comprehensive report contents
 - *In-Depth Survey Details and Approach*
 - *CVF Framework*
 - *Response Analysis - Graphical and Numerical*
 - *Detailed OCTAPACE analysis – Graphical and Numerical*
 - *A parameterized integrated analysis of response across demographics*
 - *Driver-wise score interpretation and impact analysis*
 - *Way forward section that takes the logic of the findings to its conclusion*



EXCELLMETRICS™ ONLINE SURVEY TOOL

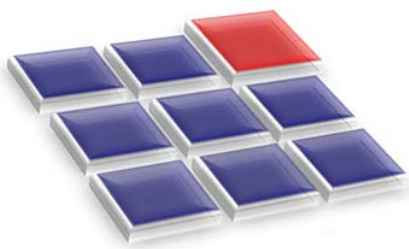
We use our proprietary tool **Excellmetrics™** to conduct the entire survey. Excellmetrics™ is a flexible, integrated, easy-to-use, hassle-free to administer, web-based tool and comes with a round-the-clock support. All the while, maintaining a strict confidentiality and anonymity in a true sense.

Excellmetrics™ offers the broadest range of features –

- Web-based interface
- Easy navigations
- User friendly survey templates
- Quick deployment
- Validated competency bank
- Secure data back-ups
- Round the clock support

Some of the other surveys and feedback services offered through Excellmetrics™–

- *360 Degree Development Feedback*
- *Executive Personality Profiling*
- *Organization Image Survey*
- *Any customized surveys and feedback*



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