

ORGANIZATIONAL CULTURE AND CHANGE

Overview

Organizations today experience change in faster cycles than ever before. Major transitions such as mergers and acquisitions, turnaround situations, and organizational restructuring place pressure on strategy and performance. To deliver business results through periods of change and transition, competent change agents need access to tested and reliable measurement tools.

This workshop will help you expand your capabilities to meet the challenge of driving bottom-line performance metrics such as sales growth, return on investment (ROI), customer satisfaction, innovation, quality and employee satisfaction through the use of proven OD tools.

The featured tool in this interactive learning experience is the internationally recognized Denison Organizational Culture Survey, a state-of-the-art, proven instrument used by over 5,000 organizations globally.

Participants will also be introduced to Linkage's proven tools to build upon the results of the Survey. After the program concludes, you will receive a complimentary opportunity to administer the online Denison Organizational Culture Survey.

Who Should Attend

HR and OD internal/external practitioners and business unit leaders

Benefits & outcomes

- How to identify and define specific factors that directly affect organizational performance
- How to use the Denison Organizational Culture Survey to collect invaluable data around your organizational strengths and areas for improvement
- How to apply Linkage's tools and methodologies to build upon the results of the survey to support effective change
- Identify points of leverage and prioritize your next actions
- Develop an effective communication strategy to drive the desired change

Program Curriculum

Module 1: Overview of the Denison Model of Organizational Culture

- Key dimensions of the Denison Culture Model
- Impact of culture on organizational results
- Elements of the normative database used in benchmarking
- Applications of implementing culture analysis

Module 2: Culture Diagnosis and Interpretation

- Survey results
- The Denison Interpretation Guide
- Building an action plan

Module 3: Tools for Successful Change

- Levers for change
- Guidelines for debriefing results
- Best practices
- The Denison Change Monitor

Module 4: Diagnosing Leadership and Culture

- Leadership through a culture lens
- Roles of leaders in driving culture change
- Leadership 360

Module 5: Action Planning

- The Denison Action Planner
- Strategies for improvement
- Stakeholder Commitment Chart

Module 6: Designing Interventions

- Culture interventions
- Planning a pilot survey

Program based on the work and research of Denison Consulting:

Denison Consulting has developed what many regard as the world's best organizational and leadership diagnostics. Founded by Daniel R. Denison, Ph.D., and William S. Neale in 1998.

Linkage Training Programs are approved by the following organizations

