

CULTURAL ASSESSMENT & ALIGNMENT

Subsection

Key Topics

Course Options

Leadership Cultural Assessment

Goal:
Identify perceptions of current culture and its alignment with strategic goals.

This includes diagnosing cultural discrepancies from the desired culture and establishing a baseline to guide future cultural transformation.

- The 4 Dimensions of Culture
- Identify leadership perceptions of Culture.
- Diagnose cultural misalignments.
- Establish a culture baseline.
- Strengthen current culture by amplifying strengths while planning for future growth.

(Pre-workshop Activity)

Cultural Self-Assessment: Executives complete the Kairos Cultural Assessment pre-workshop, identifying the current cultural landscape to set the foundation for transformation.

Desired vs. Targeted State of Organizational Culture: Facilitate a debrief walkthrough of assessment results, aligning the current cultural state with the desired future state through consensus-building.

Comparing Culture to Strategy: Review leadership's cultural perceptions, compare them to the organization's strategic goals, and use best practices to explore successful cultural transformations.

Cultural Alignment Workshop: Participants will engage in a mapping exercise and action planning session to create actionable strategies for strengthening current cultural strengths and aligning with strategic objectives.

Building Organizational Culture

Goal:
Define Leadership's Role in Shaping Culture.

- Define leadership's role in shaping culture.
- Collaborative cultural alignment exercises.

Leadership's Role in Shaping Culture: Define the role of leaders in driving and sustaining cultural transformation, highlighting their responsibility in setting the tone for organizational culture.

Strategic Cultural Mapping: Conduct a collaborative exercise to analyze leadership's alignment with the desired organizational culture, setting the stage for strategic cultural alignment.

Principals@kairosepllc.com
855-7-KAIROS (725-4767)
www.kairosepllc.com

