

CULTURE SCAN

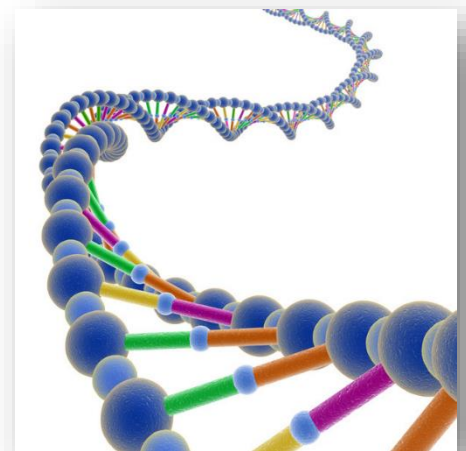


CULTURESTRATEGYFIT®

YOUR CULTURE DNA TEST

The **CULTURE-STRATEGY FIT® Culture Scan** is a measurable means of quickly understanding the culture of an organization by assessing **14 culture attributes**. This survey provides a quick look at the way culture is operating.

- **Understand current culture** – the way people are experiencing culture
- **Describe sub-culture differences** – distinctive differences between groups
- **Engage people in culture change** – identify strengths to build on
- **Assess implications for change** – identify aspects of culture to be addressed in change plans



FAST FACTS

- Globally appropriate, research-based survey
- 14 culture attributes, 15 minute survey
- Simple, business language
- Rapidly activated, confidential on-line survey
- Industry-leading data security
- Use desk top, phone or tablet
- Culture scorecard, profile and scorecarded data displays
- E-mail invitations and reminders for high participation rates
- Survey available in most languages, report in English

WHEN TO USE IT

- Planning - SWOT analysis
- Change readiness assessment
- Project risk analysis
- Group/Team development
- Start-up development

14 Culture Attributes

Collaboration	People Orientation
Competitiveness	Power
Customer Orientation	Process Orientation
Diversity & Inclusion	Results Orientation
Engagement	Risk Taking
Future Orientation	Teamwork
Innovation	Work Discipline

HOW IT WORKS

Our **Culture Resource Center** provides a quality survey experience for all parties. By pre-loading e-mail addresses and demographic data, the organization can be assured that all participants will be allocated to the right group. For users, the quick launch of the survey from a third-party mitigates concerns about **confidentiality** and provides **convenient, mobile access**. For data security, we employ **industry-leading privacy** and **security** measures. This approach results in **better participation rates, increased candor and data accuracy, plus greater satisfaction** with the survey process. Two tools help with organizing for the survey. The typical process is:

Identify Your Needs

- You identify the desired survey languages, reports and schedule
- You summarize this on the Culture Survey Intake Tool and send it to the Culture Resource Center
- We confirm the schedule for your survey and commit to your report delivery date(s)
- We provide the **Getting Organized Tool** for survey set-up. This provides information on firewall whitelisting, testing, status reporting and requirements for the employee data upload file.

Set-up and Run Survey

- You provide the employee data upload file and send it to the Culture Resource Center
- You provide IT with whitelisting information so the survey will not be blocked
- You complete a technology (firewall) and content test of the survey before launch
- You send employees a communication about the purpose of the survey with start and end date
- Our secure survey engine sends participants an email invitation containing their personal link
- Participation status reports are most often sent twice a week

Receive Reports

- You receive your reports within 4 business days, or as agreed (reports requiring translation of open-ended question answers can take up to an additional 10 business days).

REPORTS

Our reports provide quick to understand scorecards, profiles and data displays. They are robust and help you understand the current culture. We have two approaches to reports: **You Do It** and **We Help**.

You Do It A **comprehensive report** for you to work with:

- PDF Word-type report format; PPT with all data displays optional
- Comparison by Group (or Level, Location, etc.)
- Culture Scorecard and Profile
- Top and Bottom 3 Culture Patterns with descriptive comments (see right)
- Top and Bottom 5 Statements
- Dimension graphs and scorecarded culture pattern data displays
- Open-ended responses sorted by Group (or other)
- Additional demographic reports, as desired

INFORMATION SHARING (COLLABORATION) 2.75
Sharing important information between groups

A low score on Information Sharing means that people are not as proactive as they could or should be in communicating relevant information or sharing ideas and best practices with other groups. In most cases, this is the result of competing demands, lack of awareness of other groups' mandates and needs, lack of opportunity to share ideas and best practices, and/or difficulties with the process of sharing information (too time consuming). Regardless, ineffective information sharing between groups can result in rework, redundancies and other inefficiencies that negatively affect performance.

Related Culture Patterns: Accountability, Communication, Cooperation, Coordination, Excellence, Execution, Learning from Experience, Partnering and Teamwork.

We Help **A Report Walkthrough:** A culture expert will walk you through your report. 1 hour

Other Reports Reports comparing experiences by Location, Years of Service, Generation or other demographic factors can be provided.

Reports for large functions or departments are the same comprehensive report described under You Do It.

Translation The survey is available in most languages. Other languages will be translated at client expense (screens, messages and survey statements).

SURVEY OPTIONS AND PRICING

You Do It: You receive the **CULTURE-STRATEGY FIT® Culture Scan** report and optional **CULTURE-STRATEGY FIT® PPT** with data displays. You work through the report to understand the current culture.

Survey Population	Fee
Less than 50	\$995
51-250	\$1295
250-500	\$1595
501-1000	\$1995
1001-2500	\$2495

Deeper Dive Options	Fee
Sub-report	\$375
Sub-report with PPTs	\$425

Multi-language Options	Fee
1. Multi-language Survey - Survey set up in requested languages. (Report in English; responses to verbatim questions untranslated)	NC
2. Multi-language Survey - With Translated Verbatim Responses to Questions	
• Survey set up in requested languages; translated responses re-inserted	\$500
• Plus translation handling fees based on number of languages	\$500-1500
o 1-5 \$500	
o 6-10 \$1000	
o 10+ \$1500	
• Plus translation by third party translation firm	Charged at cost

We Help: If support is desired, we are here to help.

Report Walkthrough	Fee
1 hour walk through of report with a culture expert.	\$750

A quick way to assess your current culture!