

Assessing corporate culture

Client: Nationwide fuel supply, logistics and services company



Challenge: Understand corporate culture strengths and opportunities to improve overall working environment and employee engagement

Approach: Pilot culture assessment with key group of employee ambassadors to identify gaps between company's current and desired cultures

Deliverables:

- ◆ Administration of three surveys: Organization Culture Inventory® (OCI)® Current, OCI Ideal and Organization Effectiveness Inventory® (OEI)®
- ◆ Communication collateral announcing survey and reminding ambassadors to participate
- ◆ Results findings report and presentation to HR and leadership
- ◆ Action planning with employee ambassador team

Results:

<p>3 key strengths Leveraged and shared as best practices across organization</p>	<p>3 areas of opportunity Specific recommendations to improve them</p>	<p>Sample action plans Outlined key steps and gave "how tos"</p>	<p>3 focused task forces Addressing each opportunity</p>	<p>3 committed sponsors Leading and chartering teams</p>
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