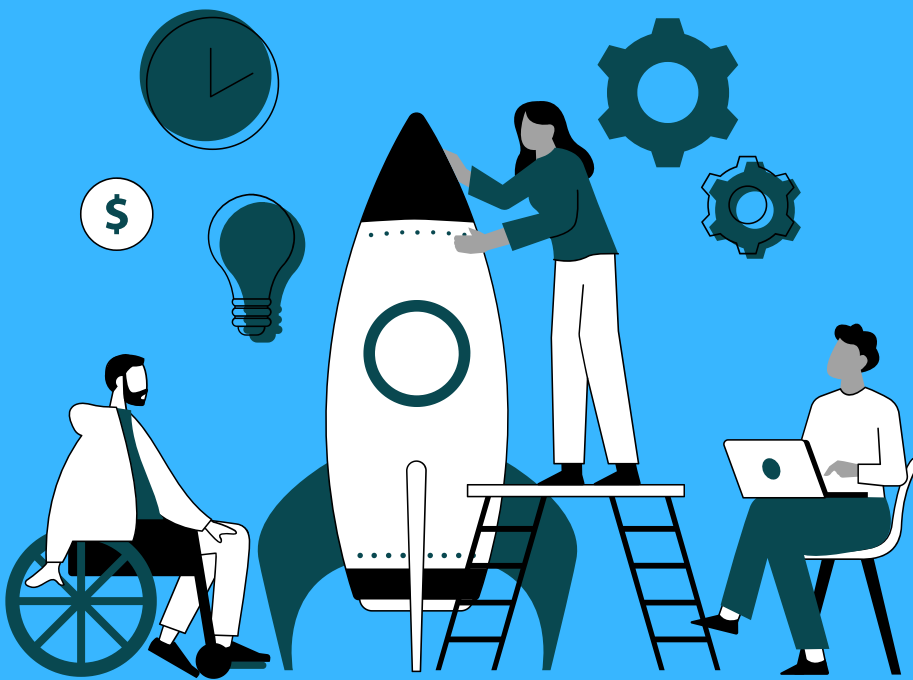


Service Cultural Change



ximas 

We will guide you successfully to your goal!

Cultural Change.

We record the lived values, attitudes, artifacts, practices and norms of your organization and work out the effects on the modes of action and behavior as well as decision-making processes. In this way, the organizational culture can be identified, controlled and applied as a decisive success factor in your company.

Motivation

Organizational culture is the foundation that contributes to the long-term success of an organization. It has a direct impact on the members of the organization and thus influences the commitment and motivation of the employees. A successful organizational culture enables employees to participate in an active role for the success of the company.

Goals

The overriding objective of culture management is to reduce the costs of conflict and wrong decisions, to increase employees' willingness to perform, their readiness to change and their satisfaction, and finally to strengthen employee loyalty.

Strategies

A culture change project can be carried out in a top-down and bottom-up approach. In both cases, management must define the goals to be achieved through a culture change project and communicate them within the organization. The employees develop the framework conditions and proposals as well as the measures for implementation, from which the management selects the measures to be implemented in consultation with the employees.

Success factors.

Culture management projects are humanly complex and time-consuming projects that require clear structures and continuity to achieve the goals of a culture change. Regardless of the measures defined and the implementation strategy chosen, it is advisable to consider the following best practices in any culture management project.

Fundamentals

An understanding of how an organizational culture is created and through which steps it is to be developed must be created and recorded with all stakeholders - for example in the form of an organizational culture map.

Framework

The framework conditions for implementing a culture management project must be understood with management and employees and a willingness to change must be created.

Measures

A consensus of the measures to be implemented within the culture change project must be found and recorded.

Governance

Tracking and reporting on the implementation status of the measures are important because they provide a better understanding of the culture change project.

Our ideal typical process of a culture change project comprises three successive steps.

1 Collect and document relevant information

It is essential to create an understanding of how an organizational culture is created and which input factors can be used to develop or change it.

2 Define framework conditions and measures

In this phase, the input factors that can trigger the desired culture change are defined, and the measures behind the input factors are elaborated.

3 Project implementation

As a final step, the defined implementation measures are prepared and released for implementation in the form of a project.

ximas

Solution-oriented
and strong in implementation.

We advise and support companies
in the transformation of their organization and IT.