

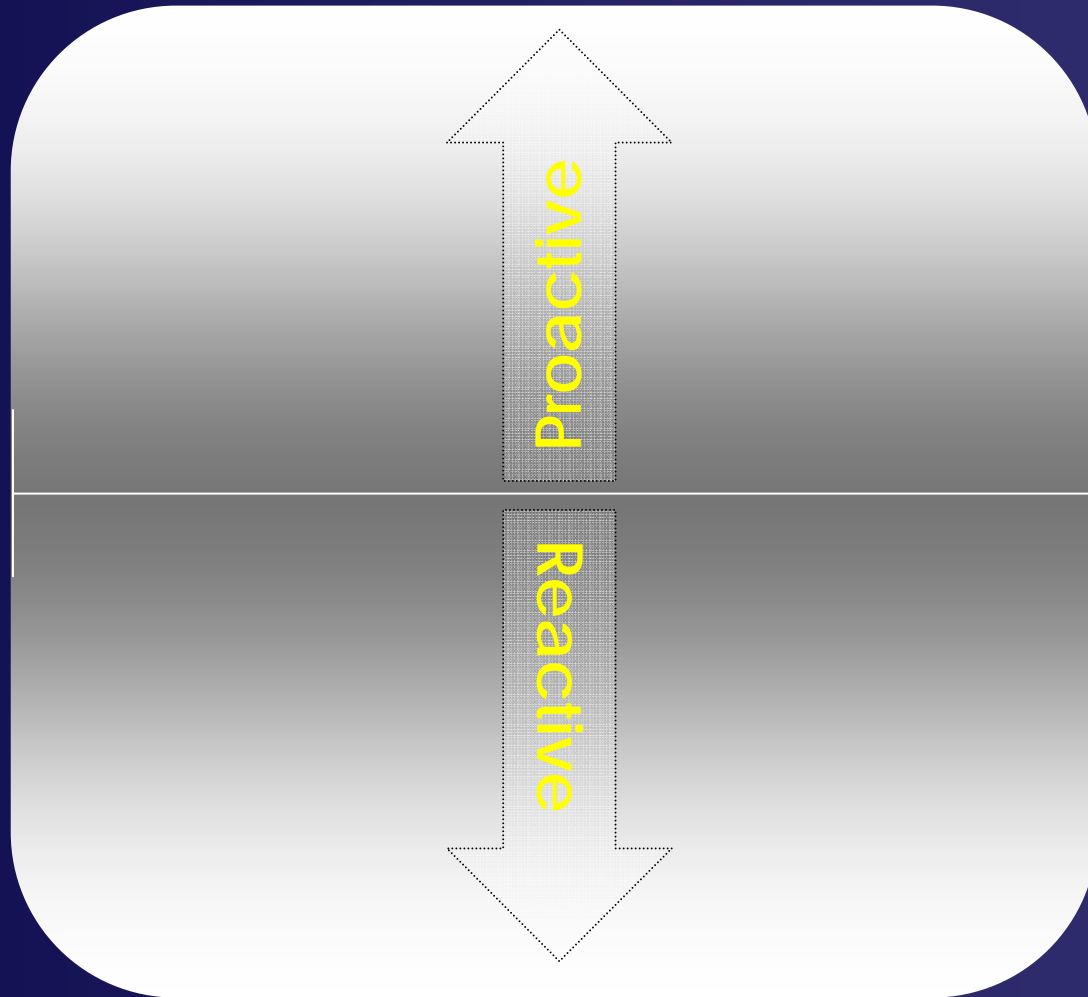
A CULTURAL FRAMEWORK

Innes Strategy developed an Organizational Culture framework
from the experience of frustration
with Local Government change
falling short of its objectives

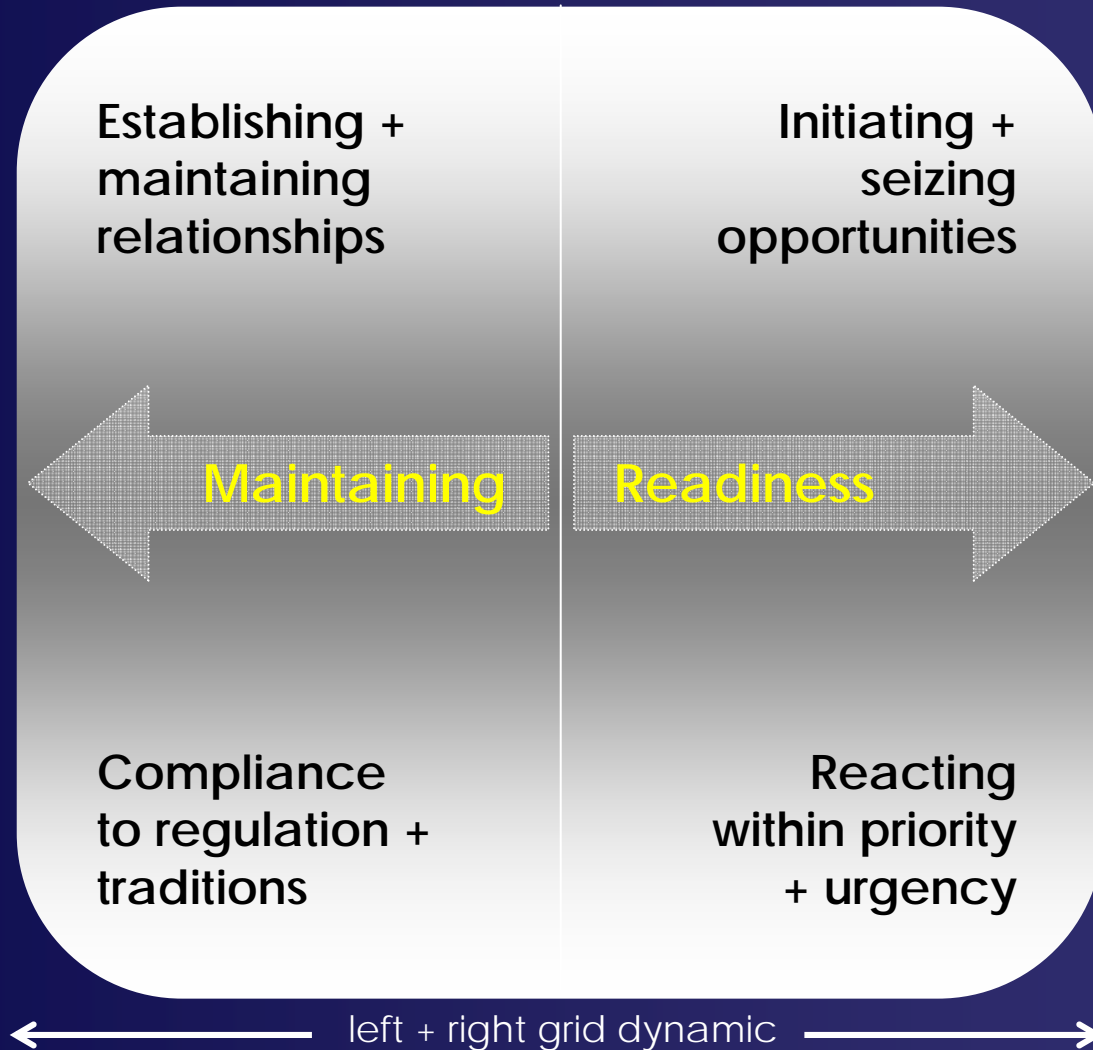
We call this THE CULTURE GRID ®

THE CULTURE GRID[®] - AXES

↑
upper & lower
grid dynamic
↓



THE CULTURE GRID[®] - AXES



THE CULTURE GRID® DESCRIPTORS

Total Culture...
 Autonomy
 Communication
 Change Tolerance
 Conflict
 External Coping
 Identity
 Internal Coping
 Control
 Performance Reward
 Optimization elements...
 External Focus
 Organizational Initiative

