

## The Cultural Analysis Kit for Trainers and Facilitators: A Toolkit to Start the Process of Organizational Evaluation and Renewal (Paperback)



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### **Reviews**

*Thorough information! Its this sort of good read. It is actually written in straightforward words rather than confusing. I am just delighted to let you know that this is basically the best book we have read within my personal existence and can be the greatest pdf for actually.*  
*(Dr. Henri Crona II)*

## THE CULTURAL ANALYSIS KIT FOR TRAINERS AND FACILITATORS: A TOOLKIT TO START THE PROCESS OF ORGANIZATIONAL EVALUATION AND RENEWAL (PAPERBACK)



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Management Strategies, Incorporated, United States, 2010. Paperback. Condition: New. Language: English . Brand New Book \*\*\*\*\* Print on Demand \*\*\*\*\*.The kit is a system for recording the attitudes and beliefs that people exhibit within an organization. It is designed to be incorporated into a larger program about organizational culture, change management or team building. The instrument is based upon the ranking of 19 statements that give a perspective of how a culture functions, and can be completed and scored in 10 to 12 minutes. What it does: \* It is a vehicle to start the process of organizational evaluation and improvement. \* It can enable a facilitator to make comparisons among various departments and functions. What it does NOT do: \* It does not attempt to over-complicate the evaluation process or delineate everything about culture. \* It does not give an instantaneous plan for improvement. It must be used in a collaborative environment in which results are interpreted. The analysis defines an organization in terms of three cultures: \* CONTROL - This culture is based on power and position. Dominant personalities are rewarded, promoted. \* COMMUNICATIONS - This culture downplays job titles and job descriptions in favor of open communications. \* CONTENTMENT - Managers and executives in this culture are totally agreeable to operating in the same way they have always operated. Very few new ideas are implemented. The Cultural Analysis is laid out in a four-page format that can be easily reproduced. Plus, four pages of Facilitator Instructions are included, as well as three Workbook pages that can be handed out to participants or included in a larger document. The kit also provides instructions for designing an interactive program leading to an action plan. It is the perfect lead-in to a more-extensive planning session for organization improvement and renewal....

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