The Multi-Focus Model on Organisational Culture

The Multi-focus Model is a strategic tool aimed at helping organisations by visualising:

1. Optimal Culture
   - Define optimal culture for your organisation

2. Gap Analysis
   - See whether your culture enables or hinders your strategy

3. Implement Change
   - Apply change tools: Levers of Change™ Executive Match 360™

About Organisational Culture

We define Organisational Culture as the way in which the members of an organisation relate to each other, their work, and the outside world in comparison to other organisations. Your organisational culture can either enable or hinder your strategy.

The Multi-Focus Model consists of six dimensions.

The 6 Dimensions of Organisational Culture

- D1 Means-oriented vs. goal-oriented
- D2 Internally driven vs. externally driven
- D3 Easy-going work discipline vs. strict work discipline
- D4 Local vs. professional
- D5 Open system vs. closed system
- D6 Employee-oriented vs. work-oriented

PROJECT START
Define the target and plan the course of action.

MEASURE
Measure the current culture of your organisation through an online survey and/or interviews.

The actual culture in an organisation
Possible external restrictions limiting the optimal organisational culture
The condition for change
Hidden pains

Contact us today to start your Organisational Culture Scan
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