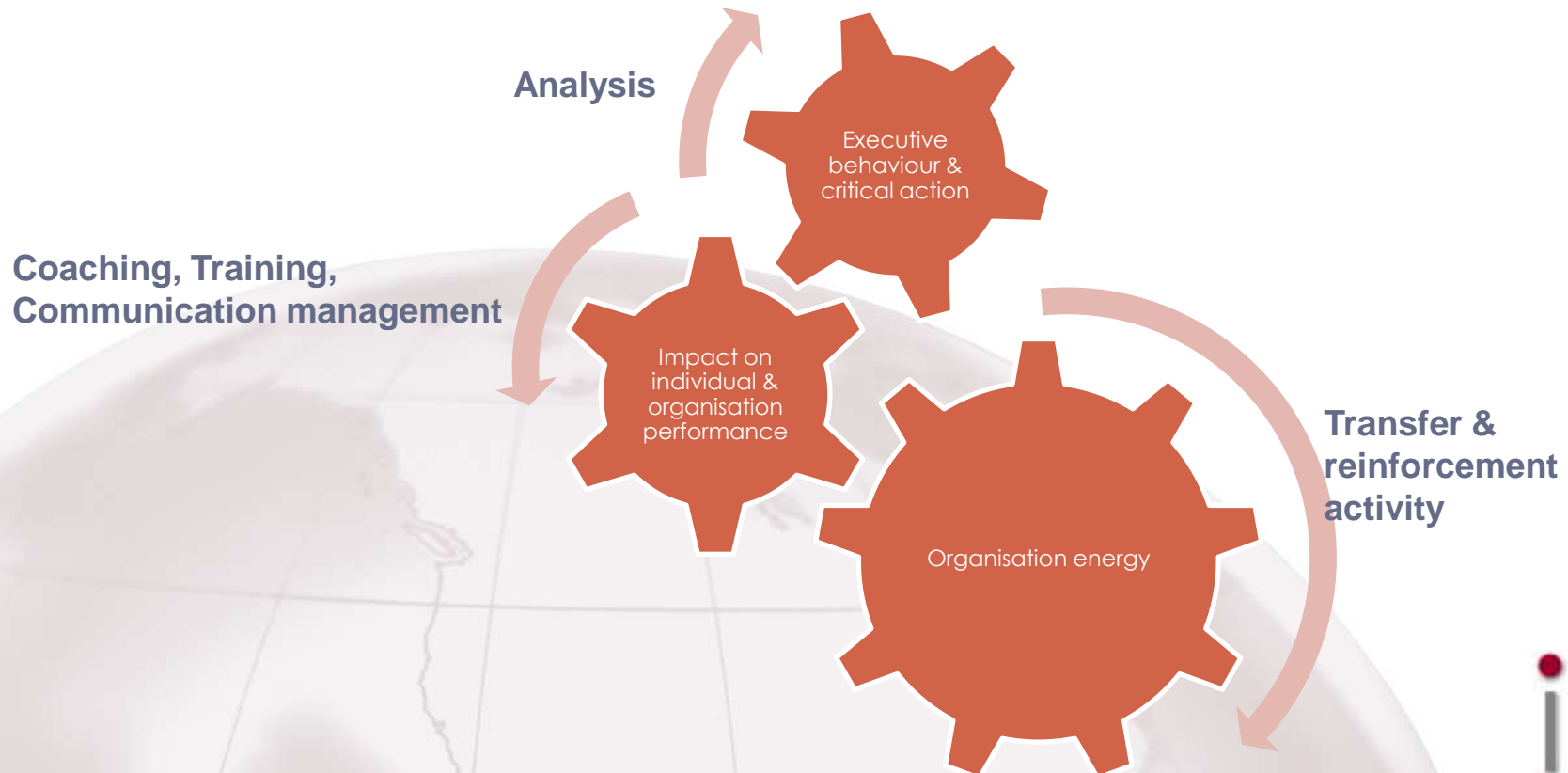


# Aligning & Developing Organisational Culture

*Culture can be hard to define but easy to trip over.*

*Essentially, an organisation's culture is created by the unwritten (and generally unspoken) "rules" that are in daily operation and help to determine "what's acceptable round here".*

*Culture will shape behaviour, determine the effectiveness of relationships and have an impact on business results. It is difficult to change; so the only time to change it is when the current culture isn't going to give you the results you aspire to.*



'maximising the value of your investment in change and learning'