

Work Place Culture: Adaptation Strategies

Presentation by:

CPA Joel Kobia, MBA, Bcom.(Fin), CPA(k)
Lead Consultant, Royal Lead Consultants
Tuesday, 29th November 2017

Objectives



- ❖ Understand the concept of Corporate Culture
- ❖ Take the lead role at implementing the desired Culture

Road Map



- a) First things First - Purpose
- b) The ME - Factor
- c) Types of Work place Culture
- d) The Benefits
- e) Implementation Guide

First Things First!



The Why of existence



Purpose: Why are you here?

Vision: What's your ultimate agenda?

Mission: How will you get there?

Values: What do you stand for?

What's your desired identity?



BRANDS ARE:

-UNIQUE

-CONSISTENT

-RELIABLE



Brands are:

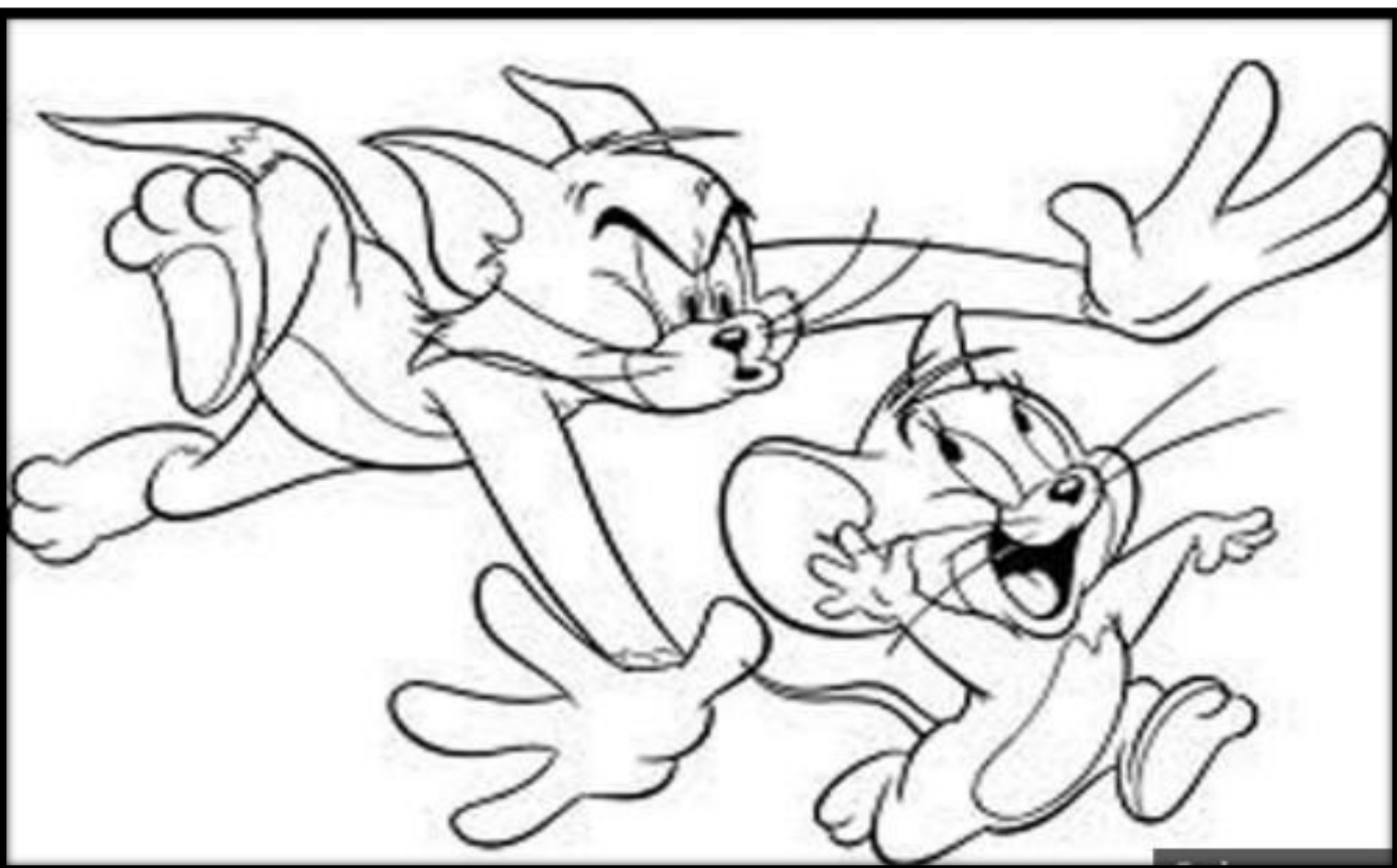
-Distinct

-Attract value

-Memorable



The Critical Two



What's my personal Culture?



What do I stand for?

Culture:

Collective Beliefs, values & approaches
shared among all levels of an organization

How can I be at home in my workplace?

What's Work Place Culture?



Corridor
Talk

Culture has a foot
print in everything
that we do...

Team
cohesion

Dress
code

Team
motivation

Level of
excellence

Types of Culture



❖ **Consistency Culture:** Methodical & Orderly way of doing things

❖ **Achievement Culture:** Results Oriented – Competitiveness & Personal initiative

Types of Culture



❖ **Involvement Culture :**
Co-operation & Equality

❖ **Adaptability Culture :**
Outside – In: Ease of
adaption to environment

The Benefits of right culture



- Increased team motivation
- Increased productivity and innovation
- Creates a sense of ownership
- Enhancement of the corporate brand
- Unity of purpose: Everyone reads from the same script

The How of adoption



- Be clear about the Purpose, Vision & Mission
- Inculcate values that support the delivery of the mission
- Recruit in line with the core values of the organization

The How of adoption



- Invest in learning, knowledge and people development : Grow your people
- Involve all levels in developing strategies
- Don't compete on price but on innovation and service to the customer

The How of adoption



- Promote from within as opposed to outsourcing
- Constantly study your market and adjust
- Inclusivity: The leader to facilitate and not command

The How of adoption



Employ Leadership by Values

-**Values** (*the why*): To shape organization's Goals

-**Norms** (*the how*): To enhance & protect the Values

-**Positive Culture** is created if the **Roles** (*Expected Behavior*) & **Status** (*How well the role is played*) are done properly

Summary



- ✓ **Culture:** Collective Beliefs, values & approaches shared among all levels of an organization
- ✓ Be part of the **solution** – *Take initiative*
- ✓ Transit from “*dare*” to DARE
- ✓ Be flexible

Parting Shot



Life is a people business.
Be genuine with them.
Be concerned.
Serve.

*Thank
You*

...Q & A...

Contacts



CPA JOEL KOBIA

Tel. 0722 294 325 / 0732 075 805

Tweeter: @JollyTjoe

LinkedIn: CPA Joel Kobia

FB Page: Joel Kobia – Life Coach