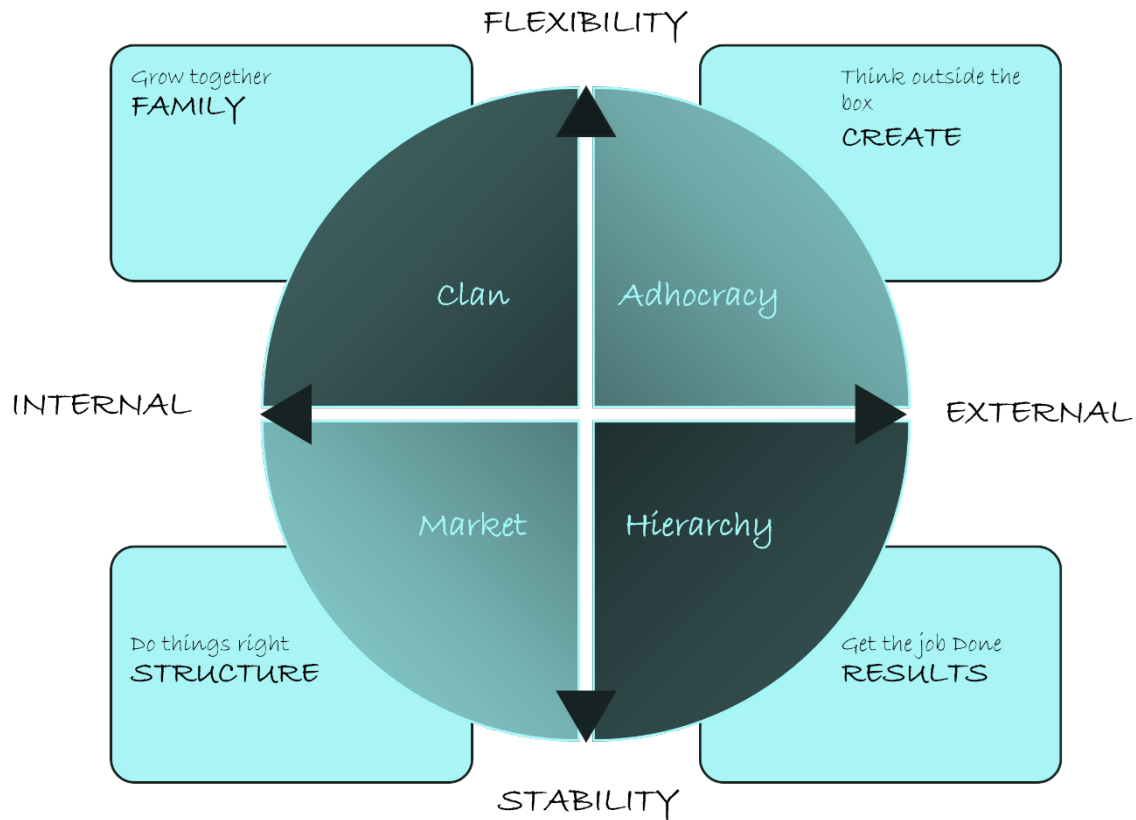


# THE FUTURE OF WORK ROADMAP

## CHAPTER ONE - PURPOSE

### Company Culture tool



#### Questions to reflect on

1. How would you describe the working environment?
2. What qualities do leaders across the organisation demonstrate?
3. What type of approach is there to effectiveness?
4. What type of improvement does the company promote?
5. What value drivers best that describe the organisation?

#### The Four Types of culture descriptions

##### Clan

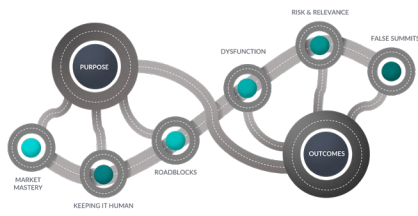
**Leader Type:** facilitator, mentor, team builder

**Value Drivers:** Commitment, communication, development

**Effectiveness:** Human Resource development and participation are effective

**Improvement Approach:** Empowerment, team building, employee involvement, Human Resource development, open communication





# THE FUTURE OF WORK ROADMAP

## CHAPTER ONE - PURPOSE

### Adhocracy

**Leader Style:** Innovator, entrepreneur, visionary

**Value Drivers:** Innovative outputs, transformation, agility

**Effectiveness:** Innovativeness, vision and new resources are effective

**Improvement Approach:** Surprise and delight, creating new standards, anticipating needs, continuous improvement, finding creative solutions

### Market

**Leadership Style:** Hard driver, competitor, producer

**Value Drivers:** Market share, goal achievement, profitability

**Effectiveness:** Aggressively competing and customer focus are active and efficient

**Improvement Approach:** Measuring client preferences, improving productivity, creating external partnerships, enhancing competitiveness, involving customers and suppliers

### Hierarchy

**Leadership Style:** Coordinator, monitor, organizer

**Value Drivers:** Efficiency, timeliness, consistency, and uniformity

**Effectiveness:** Control and efficiency with capable processes are in evidence

**Improvement Approach:** Error detection, measurement, process control, systematic problem solving, quality tools

Some elements of each of the cultures exist within your organisation. However, there is usually a dominant culture that emerges over time. Staying observant and in communication will help you identify that dominant culture.

