





MISSION STATEMENT:

- **Enabling Organizations successfully Transit to their desired Change and Transformation**
- **Enabling Businesses Transform to Full Potential**
- **Enabling Organizations achieve Objectives and Targets**



OUR VALUE PROPOSITION:

“We provide Practical and Workable Solutions and Tools to Strategy Execution Challenges”

CLIENT PROFILE:



CLIENT PROFILE:



The Cultural Iceberg



Business Benefits of Great Culture

Improved
Customer
Satisfaction

Increased
Ability to
Attract Talent

Increased
Ability to
Retain Talent

Stronger
Financial
Performance

Increased
Employee
Engagement

Increased
Innovation

CULTURE REMODELING



- Culture remodelling is the process of transforming an organization's values, beliefs, and behaviours to better align with its strategic goals and vision.
- The organizational culture plays a crucial role in shaping employees attitudes, behaviours, and overall performance.
 - Human resource management professionals are at the forefront of culture remodelling, driving and managing the process to achieve positive outcomes.

Why Culture Remodelling Matters?



Culture remodelling is essential for organizations to adapt to **CHANGING** market dynamics and remain competitive.



CREATING A SENSE OF URGENCY: A CASE FOR CHANGE



- Leaders create a sense of urgency by both selling the value of a future state to organizational stakeholders and making the status quo a dangerous place for the stakeholders to remain.
- In effect, senior leaders create a compelling narrative that tells stakeholders why it is not in their best interest for the organization to stay in its current state

Why Culture Remodelling Matters?



- Culture remodelling is essential for organizations to adapt to changing market dynamics and remain competitive.
- A strong and aligned culture fosters employee engagement, productivity, and innovation.
- Human resource management professionals drive culture remodelling initiatives to create a positive work environment that attracts and retains top talent.



Key Steps in Culture Remodelling

1.ASSESSING THE CURRENT CULTURE



CULTURE AUDIT:

Conduct surveys, interviews, and focus groups to understand the existing culture.

Identify strengths, weaknesses, and areas for improvement.



2. Defining the Desired Culture: A New Culture Blue Print

Collaborate with leaders and staff to articulate the desired culture and core values.

Ensure the new culture aligns with the organization's strategic objectives.



3.Implementing Change Initiatives

Communicate the new culture and its importance to all employees.

Train managers and employees on the expected behaviours and norms.

Monitor progress, provide feedback, and make necessary adjustments.

Conclusion

- Culture remodelling is essential for organizations to thrive in a rapidly changing business landscape.
- HR management professionals play a critical role in driving and managing culture remodelling initiatives.
- By fostering employee engagement, aligning HR practices, and promoting diversity and inclusion, HR professionals can ensure successful culture remodelling and organizational success.





Together.....Confronting the **BRUTAL
FACTS**

What are the BRUTAL FACTS within your organization based on the DEAD HORSE THEORY?

What are the Hard Questions that people are not asking within your Organization?

THE TRANSFORMATION JOURNEY



“The Impossible is a Choice”

- Sheikh Muhamed Bin Rashid Al Makthum,
Ruler of Dubai.

