



Cultural Web
an example from a Law firm

Tailoring Your Strategy to Fit the Culture

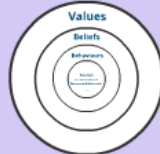


Organisational Culture

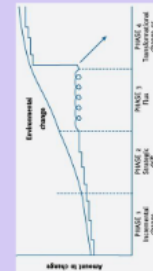
Organisational culture is the basic assumptions and beliefs that are shared by members of an organisation, that operate unconsciously and define in a basic taken-for-granted fashion an organisation's view of itself and its environment. (sometimes referred to as "the way we do things around here")

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Culture in four layers



Strategic Drift

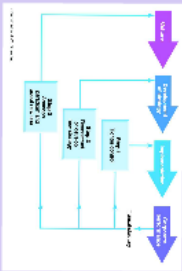


Strategic Drift

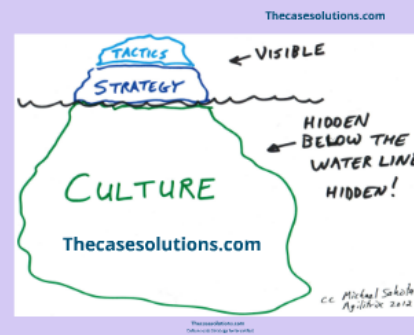
Strategic drift is the tendency for strategies to develop incrementally as the environment changes and organisations fail to keep pace with a changing environment.

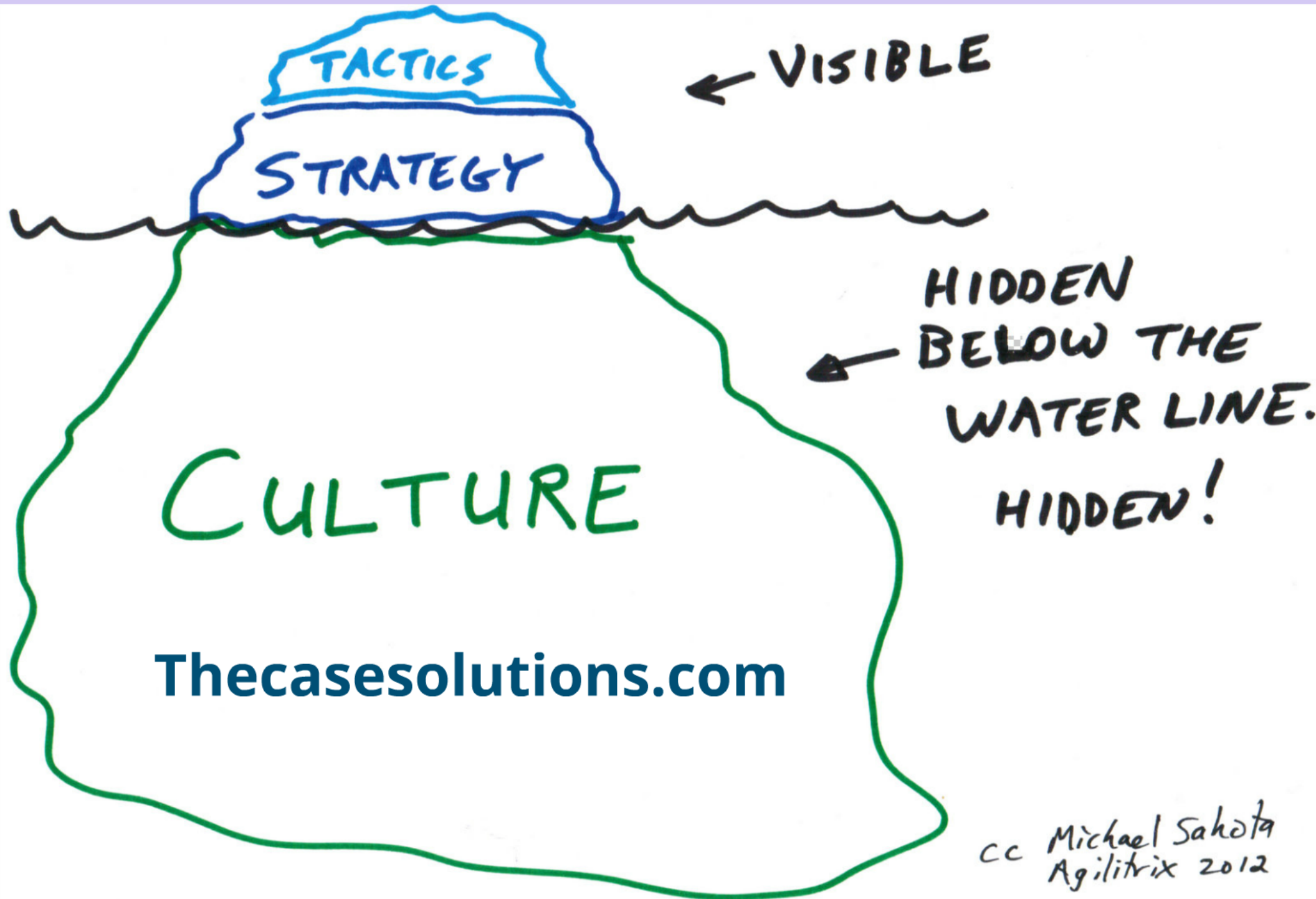
Interesting question
How does an organisation
adapt to a changing
environment?

Culture's Influence on Strategy Development



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cc Michael Sakota
Agilitrix 2012



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Culture eats Strategy for breakfast

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← VISIBLE



HIDDEN

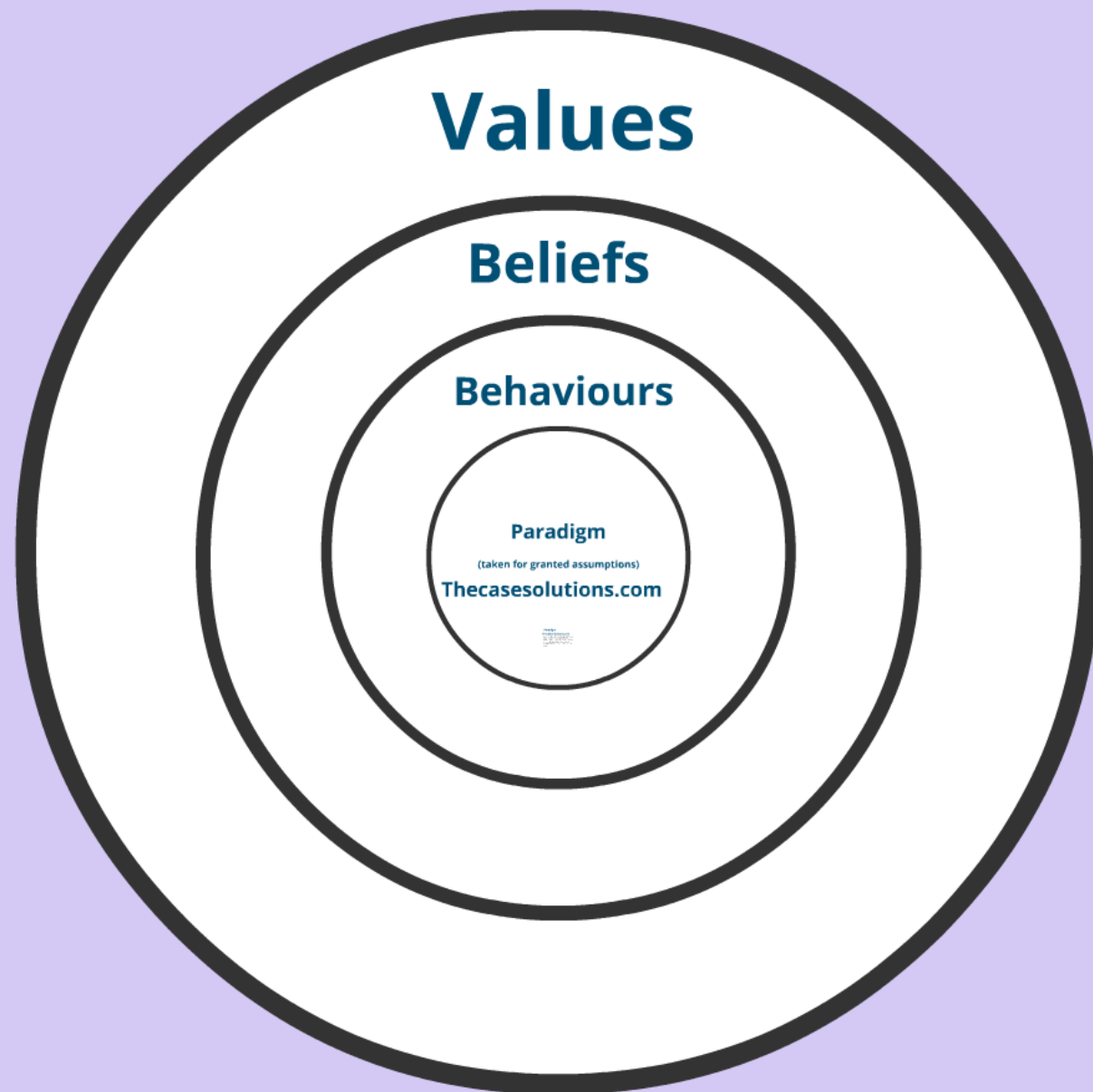
Organisational Culture

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Behaviours

Paradigm

(taken for granted assumptions)

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Paradigm
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Paradigm

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a typical example or pattern of something; a pattern or model: society's paradigm of the 'ideal woman'

a world view underlying the theories and methodology of a particular scientific subject: the discovery of universal gravitation became the paradigm of successful science