

Culture Search Program

Day 1

Day 2

Exploring Culture

Focus on national & regional culture

Outcomes: Identify factors related to culture. Understand the cultural diversity within your organization

Designing Culture

Focus on interfaces between local and organisational culture

Outcomes: Increase cooperation. Acquire practical skills for your work.

Visioning Culture

Focus on organisational & professional culture

Outcomes: Develop alternative approaches. Learn from other participants.

Implementing Culture

Focus on activities & follow-up

Outcomes: Agree on next steps, methods, tools & interventions.



Culture Search Principles

Principles

- Get the „whole system“ into the room
- Explore the „whole elephant“ before acting on a part
- Focus on the future and common ground
- Act like explorers
- Encourage curiosity and interest in your own and in other cultures
- Create an open-minded and creative work environment
- Share different knowledge and experiences
- Take responsibility for actions and results

Method

- Work and discuss in small groups
- Present the results and draw conclusions with the entire group
- Self-management



Culture Search Process

1. Overview

- What is the topic?
- What is our focus?
- Was is the expected outcome?

2. Introduction

- Worksheets / handouts
- Questions
- Expected results

3. Groupwork

- Individual work (5 -10 min.)
- Discussion and summarising in the team
- Summarising and results

4. Presentation

- 5 min. / speaker
- Differences and similarities
- Conclusions

