

## Culture and Structure Eat Strategy for Breakfast

*More Tools for maintaining your competitive advantage!*



**When developing strategy, how much attention do you pay to your organisational Structure?**

**Do you consider the culture perhaps – how important is culture in the development of your world class strategy???**

**OR,**

**Do you simply ignore both and expect the strategy to be so good it will immediately overwhelm the existing organisational culture that took years to develop and permeate throughout the organisation?**

**So then,**

**Are you frustrated by your inability to get staff to change and implement new strategies?**

Rather than working on strategy, objectives or metrics, you should focus on getting the structure right and changing the culture before you can implement your strategy.

An organisation may have the best strategy in the world, but a culture that won't allow it to make that strategy happen, and so, it is doomed from the outset.

This innovative and hugely popular workshop - ***Culture and Structure Eats Strategy for Breakfast*** is a challenging, exciting and thought provoking one day workshop designed to open your eyes to the power and influence culture & structure has in an organisation. You may have spent millions on developing a world class competitive strategy however, unless this strategy has been developed to 'fit' your organisational structure and designed within your culture it will fail every time. This workshop will raise your awareness of the power of culture and introduce you to some key strategies you can immediately employ to make sure your strategies succeed now and always!

## You Will Discover

- The importance of culture and structure and their key characteristics
- How to link structure and culture with strategy to achieve world class success
- The 7 dimensions of organisational culture
- How to shape org culture and exploring McKinsey's 7 S Framework
- How to pay attention to, measure and control areas that need change on a consistent and regular basis
- How to react to critical incidents or crises in a manner consistent with the culture you desire
- How to allocate resources to effect the required change
- How to be a role model, teacher and coach for the culture you desire
- An extensive **HR Professional** toolbox to assist you in linking culture and structure with strategy

## Participant Outcomes

- ✓ Recognise that culture is an asset that is unique to an organisation and is very difficult to replicate.
- ✓ Understand that culture is one of the few sustainable sources of competitive advantage for many organisations
- ✓ Learn that there are several continuums that help define an organisation's culture and,
- ✓ Explore methods and strategies for changing and shaping culture
- ✓ Understand the process of change management and how to implement change in structure and culture
- ✓ Practice and apply the **Culture & Strategy Toolbox** to most effectively use the tools, templates, spreadsheets, formulas, inventories & self assessments provided to assist you to successfully integrate structure, culture and strategy into your worldclass organisation.

## Workshop Format

All of our workshops apply adult learning methods to maximise interactivity, engagement and fun. Our Facilitators use a combination of professional visual aids as well as multimedia to present the information. Each workshop has tailor made activities and discussions and even though the information has a specific format it is adapted and customised to suit each group.

This workshop is further supported by optional online resources including tutorials, whitepapers, articles, templates and other downloaded resources. It also comes with optional access to our online HRM specialist coach who can assist you to apply your new skills and use and/or adapt the tools you receive.

This course is essential for anyone involved in strategic and business planning and is especially relevant to leaders and managers of world class organisations.

### Price: \$450 plus GST (1 Day)

Includes all materials & optional online components (including coaching support) as well as morning tea, lunch and afternoon tea.

### Early Bird Price:

Up to 4 Weeks before Schedule Date  
**less 10%**

### Group Booking Price:

- 2 Participants 10% off RRP
- 3 and above Participants 15%

### To Register:

**Call us on (03) 9421 2444**

**[Click Here to Register Online](#)**

### Location:

All courses are conducted on our premises  
3 Prince Patrick Street, Richmond Melbourne

**[Click Here to View all of our Short Courses and Public Shedule](#)**