

How to Leverage the Absolute Power of Organizational Culture

Is your organization in harmony with its own culture? What if you could you predict how long prospective employees will stay or where they will best succeed on a team? Is your entire organization moving in the right direction? Organizations that thrive understand the supreme value of culture. Successful organizational cultures are led by passionate communicators who drive the core of their culture. These leaders believe and follow transparency as they constantly build trust and empower members. They understand the importance of accountability and how to align individual strengths with measurable goals. Today, they leverage data more than ever as they seek to evolve amidst constant change. They also understand that none of this can be achieved in the absence of organizational culture. It is culture, the living values of the organization that must inspire all the members and stakeholders to overcome daily and long-range challenges.

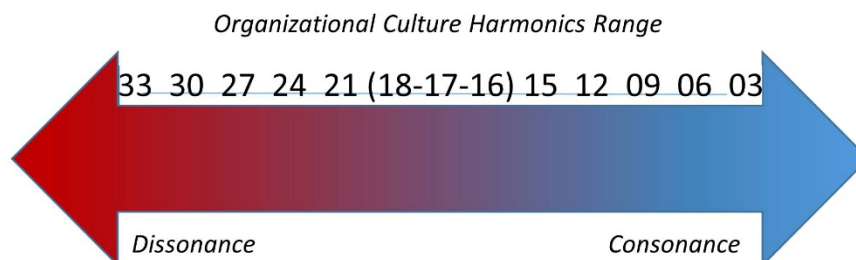
Remember: People are loyal to culture, not strategy.

The Organizational Culture Harmonics System enables leaders and members of any organization to quantitatively measure their organizational culture. This unique system does more than align your talent, it helps you optimize your culture!

The Organizational Culture Harmonics System offers five rewarding steps to empower you and your organization:

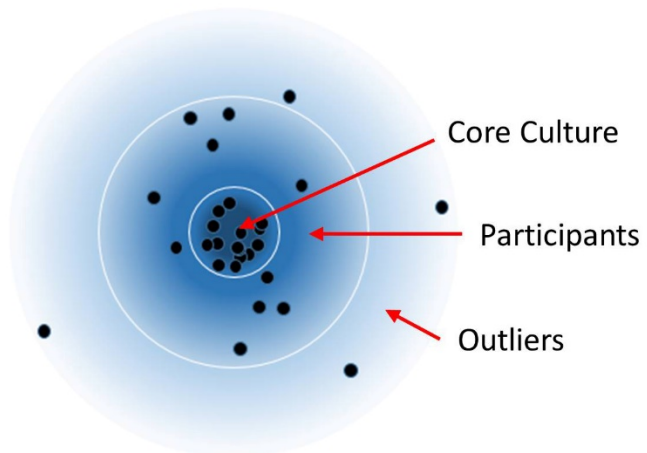
- 1) Determine each employee's **Personal Harmonic Type**
- 2) Discover your **Organization's Harmonic Type**
- 3) Map every employee's **Individual Harmonic Position**
- 4) Define your **Organizational Cultural Harmonic Range**
- 5) Leverage the **Absolute Power of Organizational Culture**

One thing we have learned is that if cultures fail to adapt over time, they typically fail to survive. To manage human endeavors in complex times we must monitor the condition of the organization. That condition is actually the culture of the organization. We can think of organizational success like a sheet of music. We enjoy songs that have what we call "harmony." If organizational cultures become too "consonant," there is not enough variation and creativity to thrive. If these cultures become too "dissonant," they cannot reach the level of cooperation required to function and grow. What if you could "map" your organizational culture?

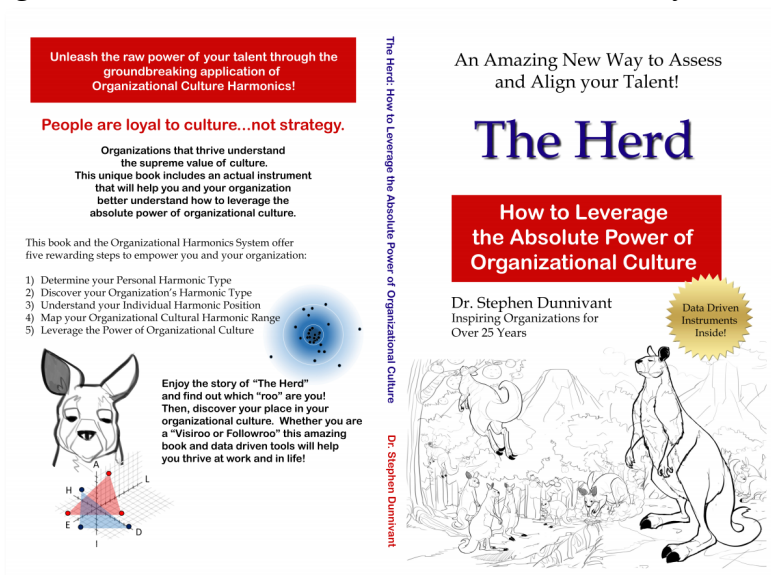


In an age where Social Media is so popular, the spreading of small events into larger trends is on the rise. Major corporations are impacted in stock prices through the smallest of happenings gone viral. It only takes one dissatisfied customer or one small mistake by an employee to place the entire values of an organization in question. Entire cultures can shift through the power and ubiquity of social media platforms, for the better or the worse. These “Cusp events” can be positive or negative, and spread at unprecedented speed. *If you are not monitoring organizational culture on a regular basis, you are increasing the probability of such events determining the direction of your organization.*

The Organizational Culture Harmonics enables each individual in the organization to see their degree of alignment with the organization. It also allows leaders and groups to assess their alignment, or harmony. The ability to map every individual in your organization relative to their perceptions of that culture is a powerful tool. Pulling together all this data will give leadership a clear picture of the harmony across their organizational parts.



The Organizational Culture Harmonics System will assign one of 8 different types to each employee we call “roos.” These insightful and motivating types take the form of 8 different kangaroos with unique strengths. Far more importantly, this system will then align these types with your culture and provide you with a series of tools to begin monitoring and mapping the constantly moving culture that is your unique organization. All this and more is available today!



Paradigm Leaders invites you to explore this system based on the work of Dr. Stephen Dunnivant, the author of *The Herd: How to Leverage the Absolute Power of Organizational Culture*. Contact us at www.paradigmleaders.com or e-mail JVadell@paradigmleaders.com

Start exploring this groundbreaking model for organizations today!