

Cultural Trainings

Optimizing return on investment during the build-phase



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Optimizing return on investment during the build-phase involves effectively managing costs and ensuring timely completion of tasks.

Your key questions, challenges and objectives

- What is culture, how to concretely define and measure it? What are the cultural differences between the country of buyer and the country of target? What are the different potential company cultures within countries?
- What are the specific local regulations that influence the working behavior and attitude? Which regulations would we need to adhere to and what are the risks if we fail?
- What does company cultural fit mean? Shall we create an aligned, best of both culture or deploy acquiring culture to acquired entity? How far can the differences be bridged (change capacity), how to moderate the alignment or new culture implementation without business discontinuity and unwilling turnover? What are the resistances we should expect and how to mitigate it?

How we support

- Training sessions to outline and explain cultural differences, suggestion of pragmatical solutions to overcome it
- Cultural change program: evaluation of the as-is culture (identify culture and business dilemmas), define to-be culture pragmatically (align on dilemmas that need to be solved in alignment with strategy, identify themes and behaviours to be changed), set up communication and change measures per behaviour, design and conduct pilot for prioritized behaviours to be changed, adapt planning according to pilot experience, monitor (e.g. campaign one behavioural change per month, conduct pulse surveys on regular basis for culture shift, support leaderships and teams in the implementation)

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