

ttm.

Digital experience. Humanised

Values-Based Organisation



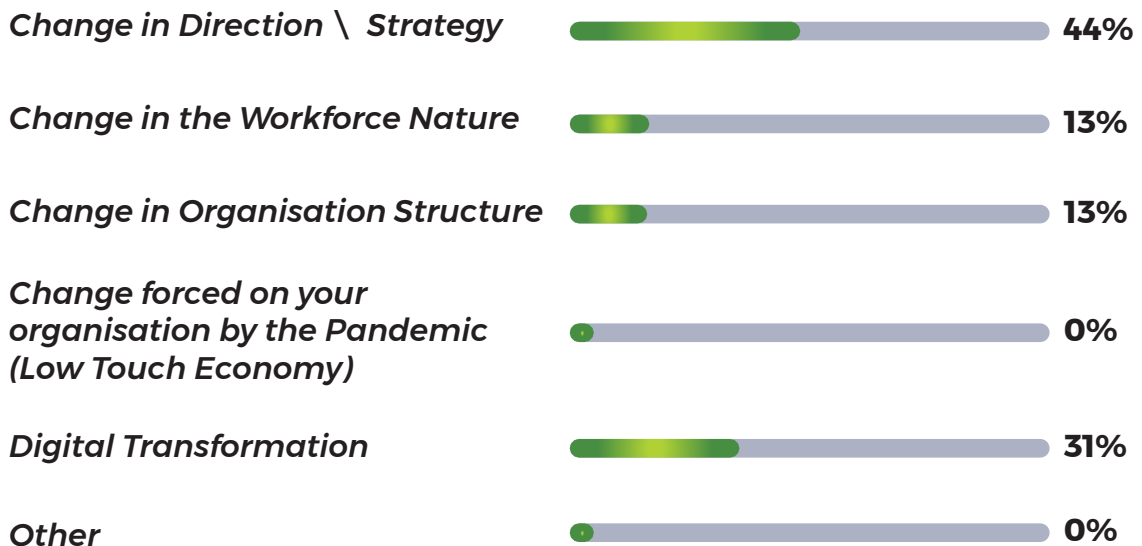
Values & Culture Humanised

Building the case for Culture

Do you believe your organisation needs a Culture Revamp?



Which do you believe is main driver for Culture Revamp?

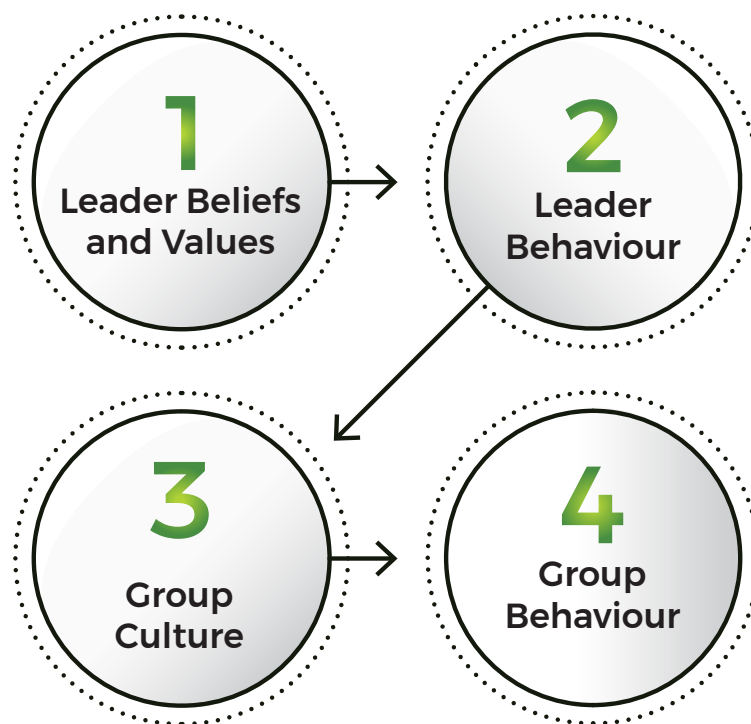


**TTM Associates' research study on Organisational Culture*

Major challenges in today's world:

- **Climate Change**
The continuous challenge that threatens our planet.
- **Pandemics Health & Safety**
They will continue to emerge! It is time for contingency plans!
- **Digital Disruption**
The 4th Industrial Revolution poses lots of challenges and opportunities!

Values-Based Organisation Philosophy



- When leaders change their beliefs and values, their behaviours change.
- This influences the group culture, and in turn changes group behaviours.
- Organisational transformation begins with the personal evolution of the leaders.
- Organisations don't transform. People do.

Culture & Values Approach

Our Values-Based approach offers a means for creating more supportive and productive relationships between all stakeholders, and a deeper alignment of purpose across the organisation.



- Review Strategic Context
- Define Current Culture
- Define Desired Culture
- Barrett's Culture Assessment Survey
- Focus Groups

- Journey Roadmap
- Design targeted interventions
- AIDA Model

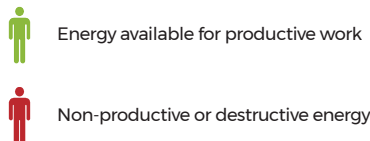
- Measure outcomes
- Cultural Entropy Score
- Barrett's Culture Assessment Survey

Benefits of a Values-Based Organisation

Cultural Entropy:



What does **44%** Cultural Entropy look like?



The Barrett Model™



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Cultural Entropy Quartiles:

0-13%	Healthy Functioning
14-19%	Needing Attention
20-28%	Requiring Focused efforts
+29%	Notable issues

Develop a Values-Based Organisation, driven by a unified and motivated workforce!

- Build a Values-driven Culture
- Align employee's personal values with the organisation's values
- Enhance employee satisfaction & employee loyalty
- Provide an attractive employee value proposition
- Decrease energy levels consumed in unproductive work (Culture Entropy)
- Reduce Talent Turnover
- Improve business outcomes and financial performance

