

Kitoko People

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Our customized offer in the area of change and culture transformation

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Challenge

You are wondering how to establish a corporate culture that is attractive to Generation Z and Y and meets their needs and values.

You find it difficult to initiate and professionally manage these complex and holistic cultural development processes on your own. You are looking for an implementable strategy that drives cultural change in your company and ensures that the younger generation can identify with the company.



Our approach

QUESTION EXISTING CULTURAL ASPECTS, PROCESSES AND STRUCTURES WITH THE INVOLVEMENT OF TOP MANAGEMENT AND EVALUATE THE ACTUAL STATE OF THE LIVED CULTURE THROUGH SYSTEMIC GROUP DISCUSSIONS, INDIVIDUAL DISCUSSIONS AND QUESTIONNAIRES.

Use the findings from our in-depth studies with the target group and work with us to develop an actionable, strategic roadmap for developing a future-oriented corporate culture.

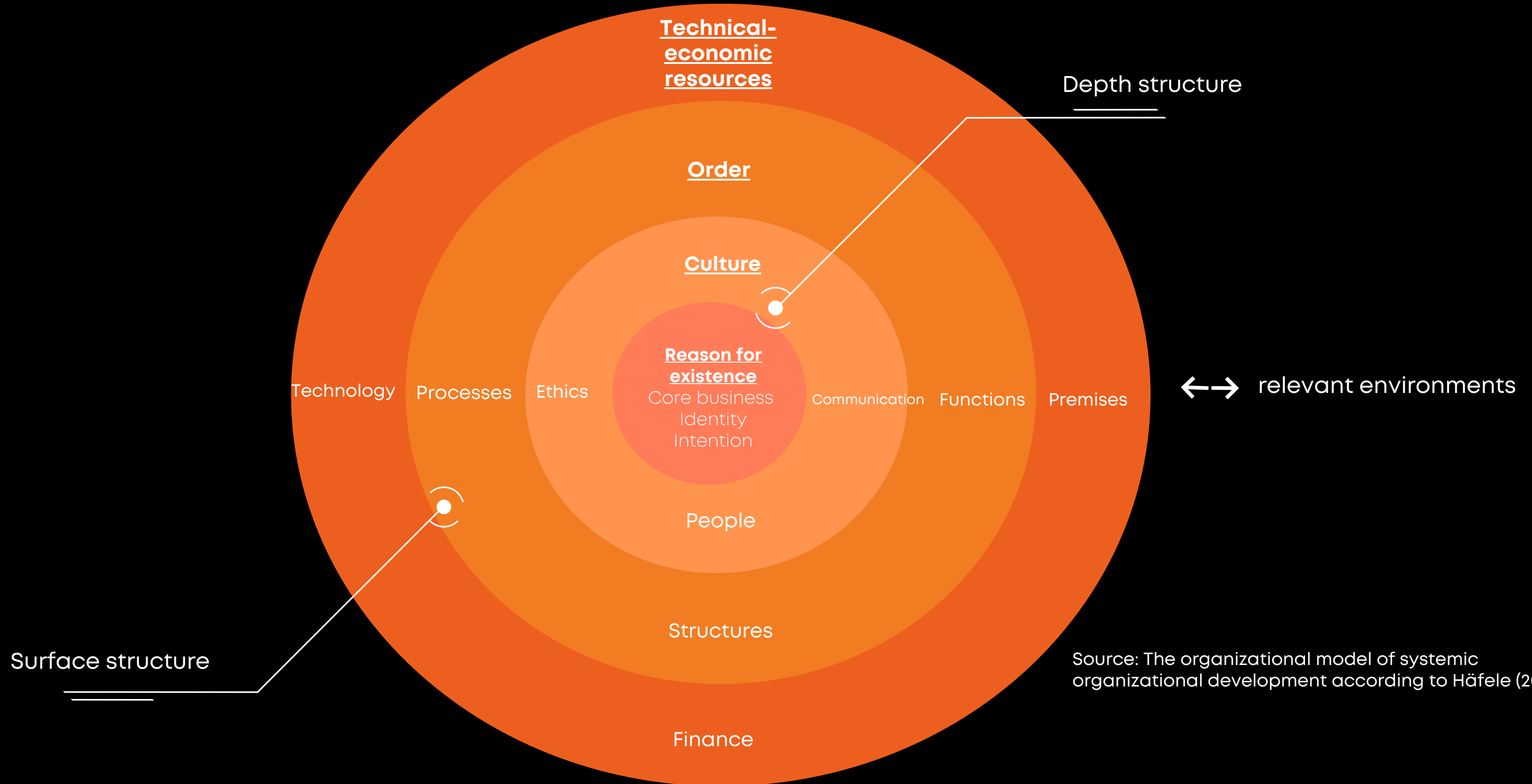


The result

CONCLUDE THE PROJECT WITH A SUCCESSFULLY INITIATED AND EXECUTED CULTURAL STRATEGY.

Install a steering structure and train-the-trainer to ensure that cross-discipline culture development is sustained internally.

Our model for holistic strategic culture development





Main topics

CULTURAL DEVELOPMENT



- Survey of the actual culture (current culture)
- Modeling of the target culture (culture ideal)
- Development of a mission statement with purpose, vision, and strong corporate values

STRATEGY



- Further develop growth strategy
- Develop strategic principles
- Determine and prioritize annual goals
- Operational goals
- Implement trends

CHANGE



- Initiate and accompany change processes
- Assessing readiness
- Provide orientation
- Resolve resistance
- Promoting participation

LEADERSHIP DEVELOPMENT



- Define understanding of leadership
- Professionalize leadership
- Build and establish leadership program
- Clarify areas of responsibility



Service - Change & Cultural Transformation

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Overview of the entire process architecture



1

STEP

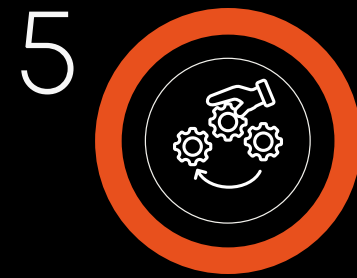
Field of action 1:
Order clarification



3

STEP

Field of action 3:
Management involvement



5

STEP

Impact Area 5:
Determination of interventions &
kick-off event



7

STEP

Field of action 7:
Completion and
safeguarding of the
process



2

STEP

Field of action 2:
Culture check



4

STEP

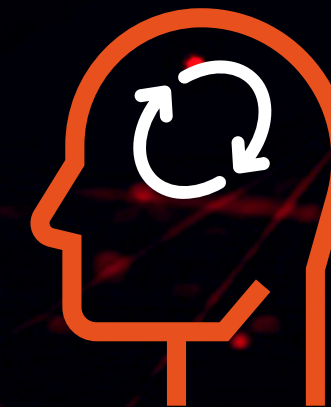
Impact area 4:
Alignment with the workforce



6

STEP

Impact area 6:
Advancing the
goals of change



Culture & Change



Field of action 1: Order clarification



○ STEP

Contents:

- Clarification of mission and needs with management
- Clarify which unit of the organization the process should relate to
- Clarify concerns, expectations, fears
- Make clear agreements and decisions about the next steps and the most important framework conditions - Draw up and sign off on offer and contract

Target:

Agreement and clarification of the framework conditions.

Field of action 2: Culture check



2

STEP

Contents:

- Systematic data collection of the lived corporate culture through our proven qualitative and quantitative approaches depending on the size of the company
- Careful analysis of the corporate culture to identify cultural strengths, development potentials as well as meaningful fields of action
- Identification of fundamental leadership competencies and behaviors for ensuring corporate success

Target:

Survey and analyze corporate culture and write fact-based recommendations for future-oriented change in an executive summary

Field of action 3: Management involvement



○ STEP

Contents:

- Workshops with management
- Review with regard to the understanding of culture and values
- Analysis of the current culture Based on this, development of a desirable target culture with the necessary change targets
- Executive summary with the developed contents

Target:

Review and development of a desirable target culture based on the previous culture check



Field of action 4: Comparison with the workforce



○ STEP

Contents:

- Compare, expand, and complete the established values and culture basis with the workforce in a cascade-like manner.
- Identify potentials and difficulties in relation to the change targets on the way to the target culture for each hierarchical level.
- Create a well-founded information base that serves as a basis for the further course of the process

Target:

Involve employees at all hierarchical levels in the process and create a sound information basis with regard to the upcoming changes toward the planned target culture



Field of action 5: Consolidation and definition of development priorities

Contents:



○ STEP

- Establish a common level of information with the management based on the findings of the workforce.
- Make a definitive decision regarding the main areas of cultural development and, based on this, develop a concept with effective interventions.
- Present defined measures at a kick-off event and win over the workforce for the change as well as demonstrate its relevance

Target:

Definitive determination of the strategic development focal points according to priorities as well as implementation of a kick-off event to win over the employees for the further process

Field of action 6: Advancing the goals of change



○ STEP

Contents:

- Working on and driving forward the strategic change goals.
- Possible intervention depending on effectiveness: leadership development and coaching for the sustainable success of the organizational development process
- Ensure design and steering of the OE process involving the key structural elements (development group, internal project management and external OE partner)
- Install a steering structure that integrates ongoing change as well as development projects

Target:

Further development of the strategic development priorities with effective interventions towards the target culture

Field of action 7: Completion and safeguarding of the process



STEP

Contents:

- Supervision of development groups as well as project management in order to secure the OE process in the long term in each phase
- Evaluation and consultation of the envisaged change targets as well as a clean evaluation of the process
- Executive summary with the most important findings, next steps, and possible further measures

Target:

Project completion and a well-founded executive summary

Methodologies in cultural development



Situation clarification phase



Questionnaire audit - form hypotheses from it

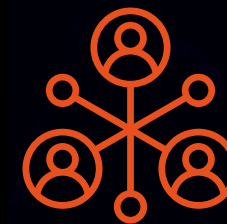


System representations



Stakeholder analysis

Future modeling phase



The network of relationships



The ideal organization



The resonance image method



ent in und der Dozent der Zukunft
o Disasi, Arno Luginbühl und Urs Lehmann

Grad der Lernautonomie der TN

NSH ipso! International School

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Impressions from our work



"I collaborated with Arno and Amadeo to successfully conceptualize and implement a learning design. In what was likely the most difficult organizational transformation I have ever encountered, they were largely responsible for the successful rollout of the new concept."

Dr. Stefan Leuenberger, Managing Partner, Edupolis LLC

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Do you have questions or needs? Want an insight into our latest studies?

Contact us now.

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