



# Denison Website

## Organizational Culture Survey

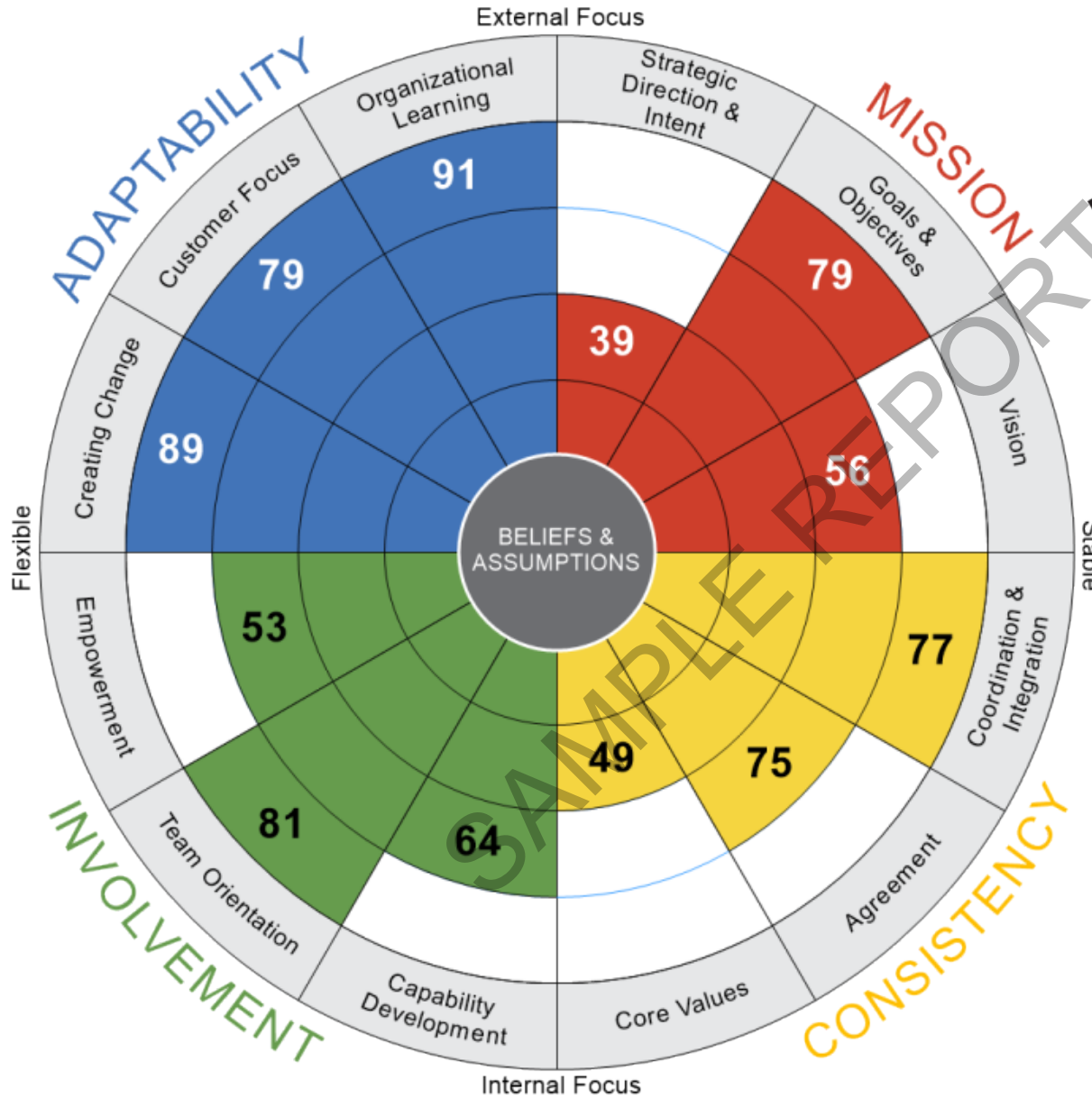
### Overall

SAMPLE REPORT



denison™

DENISONCONSULTING.COM



Overall

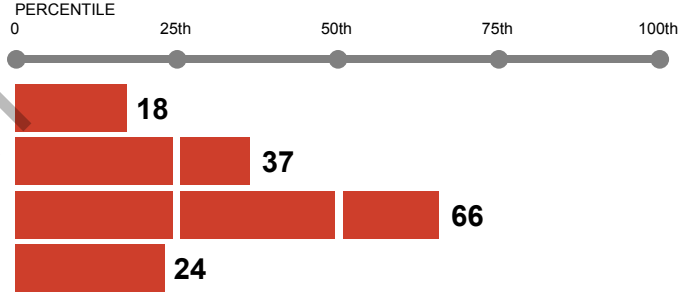
N = 3375



*In this organization...*

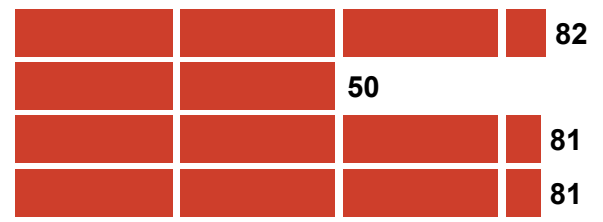
**Strategic Direction & Intent**

- There is a long-term purpose and direction.
- Our strategy leads other organizations to change the way they compete in the industry.
- There is a clear mission that gives meaning and direction to our work.
- There is a clear strategy for the future.



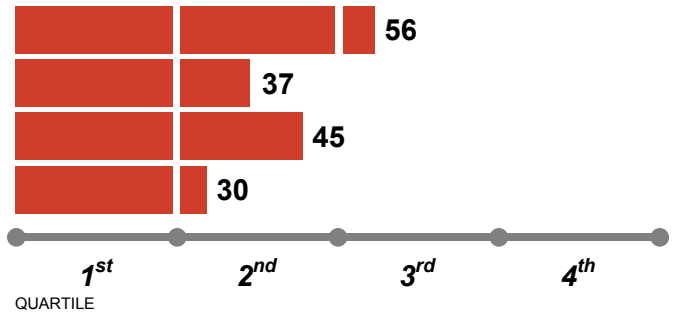
**Goals & Objectives**

- There is widespread agreement about goals.
- Leaders set goals that are ambitious, but realistic.
- The leadership has clearly stated the objectives we are trying to meet.
- We continuously track our progress against our stated goals.



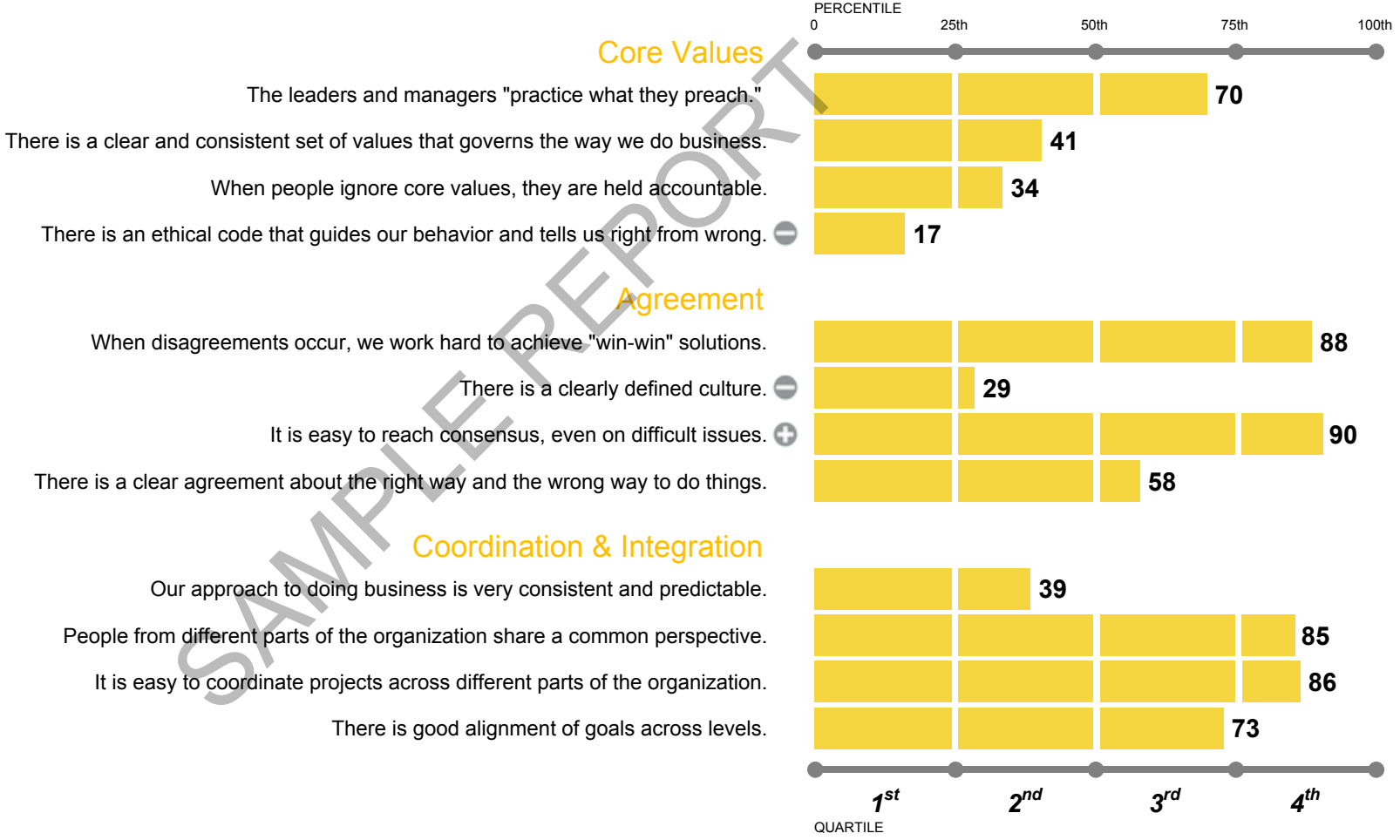
**Vision**

- We have a shared vision of what the organization will be like in the future.
- Leaders have a long-term viewpoint.
- Our vision creates excitement and motivation for our employees.
- We are able to meet short-term demands without compromising our long-term vision.





In this organization...





*In this organization...*

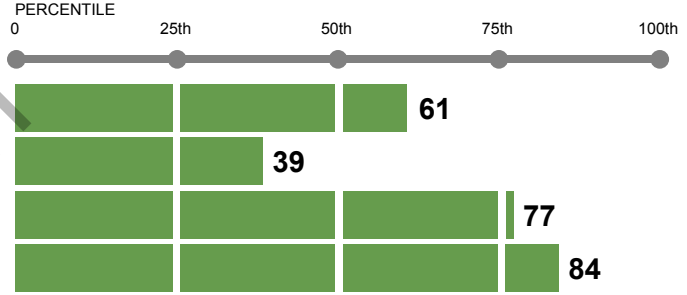
**Empowerment**

Decisions are usually made at the level where the best information is available.

Information is widely shared so that everyone can get the information he or she needs when it's needed.

Everyone believes that he or she can have a positive impact.

Business planning is ongoing and involves everyone in the process to some degree.



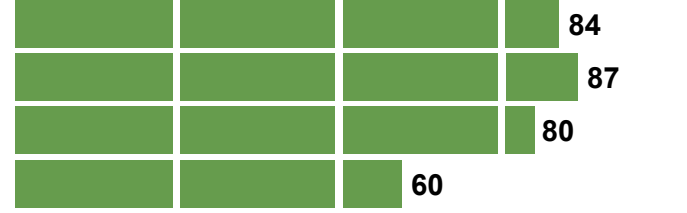
**Team Orientation**

Cooperation across different parts of the organization is actively encouraged.

People work like they are part of a team.

Teamwork is used to get work done, rather than hierarchy.

Work is organized so that each person can see the relationship between his or her job and the goals of the organization.



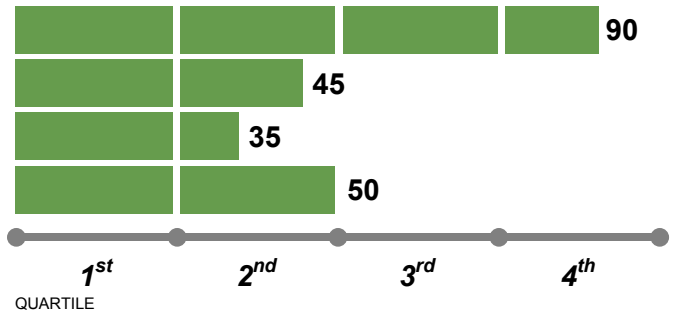
**Capability Development**

Authority is delegated so that people can act on their own.

The "bench strength" (capability of people) is constantly improving.

There is continuous investment in the skills of employees.

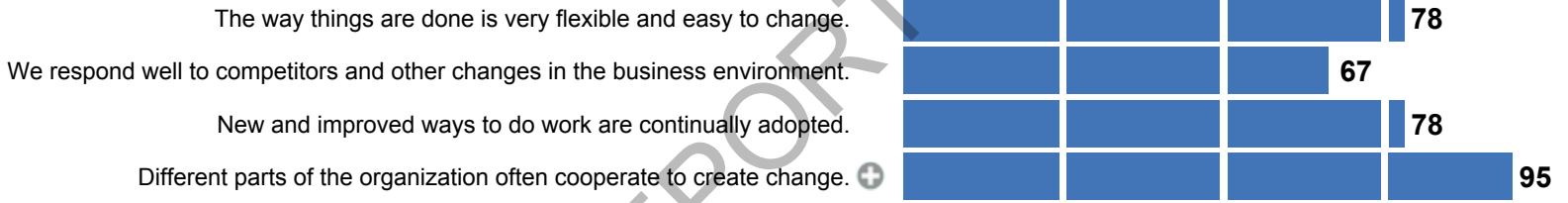
The capabilities of people are viewed as an important source of competitive advantage.



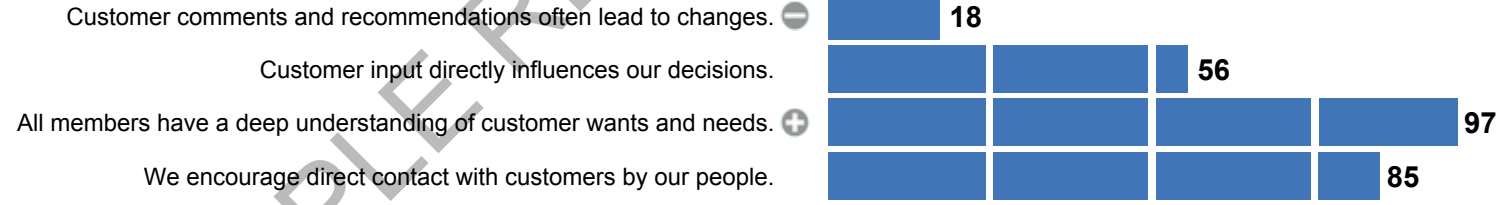


In this organization...

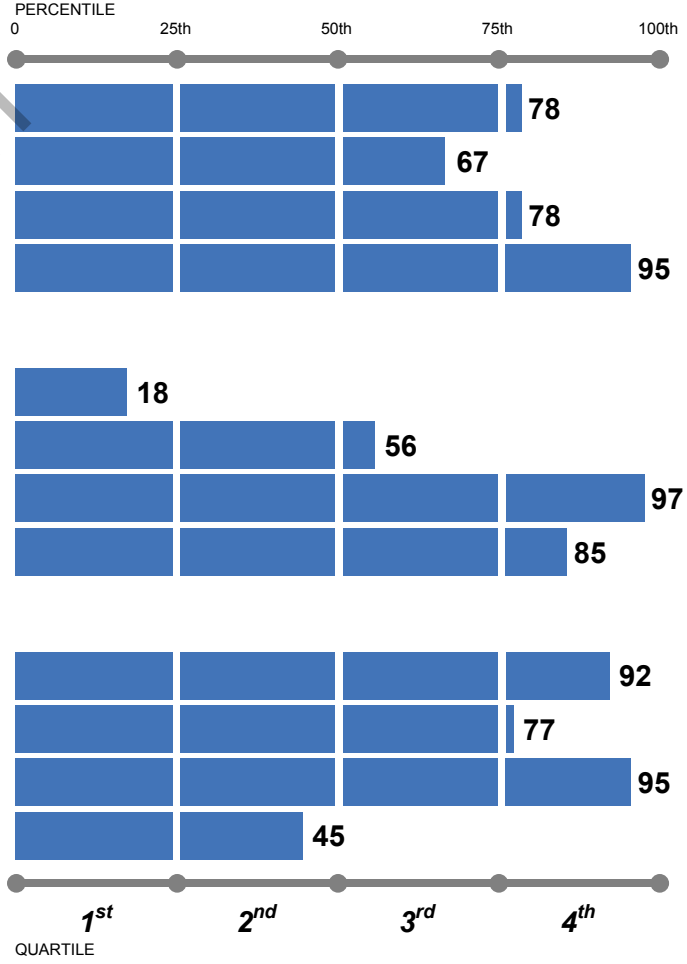
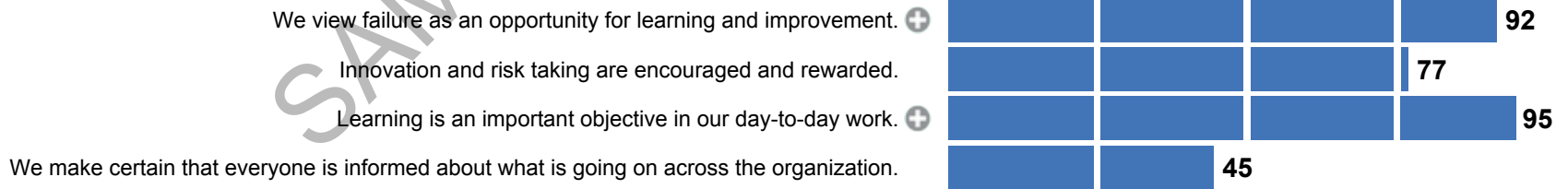
Creating Change



Customer Focus



Organizational Learning



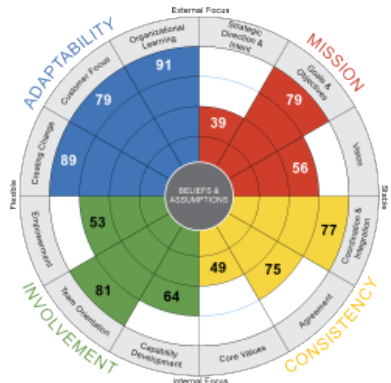
# Highest & Lowest Scores

## Overall

In this organization...

### HIGHEST SCORES

- 97** All members have a deep understanding of customer wants and needs.
- 95** Different parts of the organization often cooperate to create change.
- 95** Learning is an important objective in our day-to-day work.
- 92** We view failure as an opportunity for learning and improvement.
- 90** It is easy to reach consensus, even on difficult issues.



### LOWEST SCORES

- 17** There is an ethical code that guides our behavior and tells us right from wrong.
- 18** Customer comments and recommendations often lead to changes.
- 18** There is a long-term purpose and direction.
- 24** There is a clear strategy for the future.
- 29** There is a clearly defined culture.