

OCQ-40

Open Culture Diagnostic

“If you don’t manage culture, it will manage you”

“With the increased focus on corporate culture, organisations must ready themselves for a shakeup – creating ethical performance cultures is fast becoming a fundamental role obligation for company directors and senior leaders”

Is your organisation’s culture open and adaptive, or closed and stagnant?

Does your organisation make informed and ethical decisions based on accurate data?

Do your people remain silent or speak up with important information?

Does your organisation learn from mistakes and collaborate to achieve better outcomes?

Are your people proactive and change resilient, or apathetic and avoid participation?



The **Open Culture Questionnaire (OCQ-40)** is a scientifically validated diagnostic to establish a baseline of your current state and measure improvements over time. Developed by the psychologists of Insight to Influence, the **OCQ-40** is based on organisational culture theory, systems theory and employee engagement and voice behaviour theory. The tool measures the following 5 dimensions of Open Culture and derives an employee engagement score to identify the correlation between engagement and culture:

SAFETY OF VOICE

A belief that it is safe and rewarding to speak up, even about contentious topics and negative news.

EFFICACY OF VOICE

A belief that raising ideas and concerns will be listened to and actioned.

ORGANISATIONAL TRANSPARENCY & OPPORTUNITY TO VOICE

Employees feel well informed, communication flows freely and is not diluted or altered depending on the audience.

DIVERSITY, INNOVATION & CHANGE

Open debate is encouraged due to a belief that there are always better ways of working and change is well received.

ORGANISATIONAL LEARNING

A belief that collaboration achieves better outcomes, and commitment to learning is experienced.

EMPLOYEE ENGAGEMENT

People stay, promote and go above and beyond.

DO YOU KNOW WHAT'S REALLY GOING ON IN YOUR ORGANISATION? ARE YOU WILLING TO TAKE THE RISK?

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Closed cultures present serious risks including bullying, harassment, environmental impacts, safety performance, serious misconduct, cover-ups and illegal activity.

To survive and thrive, organisations must have an open culture that is agile and adaptive with an uncompromising commitment to learning and continuous improvement.

IBM's 2018 global C-Suite study identified open culture as the most influential factor for organisations that are successful at change and have adaptive capability.

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OPEN CULTURE

Open cultures evolve and enable the future proofing of products and services. Within open cultures employees willingly raise ideas, challenge the status quo and discuss concerns without any worry of punitive consequences. Open cultures comply with requirements, value diversity, learn from mistakes, and cultivate collaboration and continuous improvement. In open cultures, there is a search for ground truth, data is verified and information flows freely from the top down, bottom up and across the organisation.

CLOSED CULTURE

Closed cultures are characterised by hierarchy, individualism, status, order and control. People are expected to work on a need-to-know basis and the work environment makes it difficult for people to speak up with important information, particularly with bad news or with something that challenges the status quo.

We can partner with your internal resources or manage the end-to-end program of work. You may select all or part of the offering including a quantitative and qualitative diagnostic, leadership alignment and strategy development, solution design, implementation, evaluation and the transfer of skills to your people.



Insight to Influence is an organisational development consulting firm that works holistically to improve business performance across three pillars of transformation: People, Technology and Processes.

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Curious? Call us for a no obligation program overview.