

How we can help...

Every client is unique and we create solely for each. Every intervention will be aimed at evolving consciousness and serving leaders to master culture, values, leadership, and change.

Culture and values

Cultural capital is the new frontier of competitive advantage

In an age of increasing global competition, the ability of an organisation to build a strong corporate culture that attracts and retains talented people is rapidly emerging as the most important criterion for financial success.

Many companies have spent years building their structural capital through re-engineering and downsizing. The next step is to build the organisation's cultural capital by focusing on the development of human capital, customer capital and societal capital.

At Cecara Consulting we will serve you in assessing your current culture and creating your desired corporate culture that aligns with the values of all stakeholders, the employees, customers, shareholders and society. This is the critical issue for business in the 21st century as Cultural Capital is rapidly becoming the new frontier of competitive advantage.

Our holistic approach can also include a review of existing vision, mission and values or creation of new vision, mission and values for the organisation, divisions or teams. In addition we can facilitate the development of a Balanced Needs Scorecard that reflects the vision, mission and values and leads to long term sustainability. **Please refer to the Tools and Models section for further information.**

Leadership

Organisations don't transform. People do. If the leadership teams are not committed or willing to embrace new values and behaviours, then no one else in the organisation will. Therefore, cultural change begins with personal transformation of the leadership teams. At Cecara Consulting, have proven approaches and are committed to supporting leaders in creating the desired improvement in performance at organisation, team and individual level. These approaches can be made with teams or through individual executive coaching.

"Making well-thought-out changes in living systems is a dangerous business. Fixing one part, on the one side, is likely to produce new and worse pathological events miles away on the other. The most dangerous of all is to begin doing things without recognising the existence of a system..."

The Fragile Species by Lewis Thomas (pg 82)

Many change efforts fail despite the best intentions because the key mechanisms that impact human dynamics in the first place, are missed.

Cecara Consulting can support you in your change programmes by identifying:

The SIX necessary conditions for change

- 1) Potential in mind and brain capacity
- 2) Solutions to current problems
- 3) Dissonance and uncertainty
- 4) Insights and alternatives
- 5) Barriers identified and resolved
- 6) Consolidation and support

The FIVE stepping stones along the path to transformation

One must assess where you are before heading off on the course for where you wish to be. The five stages of the Change State Indicator are:

- 1) ALPHA – stable and balanced stage
- 2) BETA – is a time of uncertainty and questioning
- 3) GAMMA – is full of anger and confusion
- 4) DELTA – is inspired enthusiasm
- 5) New ALPHA – stability in the new system

The SEVEN variations of the degree of change

We must make sure we are applying the appropriate change solution to the specific change problem we have. The seven variations are:

- 1st Fine –TUNE (horizontal change)
- 2nd Expand – OUT (horizontal change)
- 3rd Stretch – DOWN (oblique change)
- 4th Stretch – UP (oblique change)
- 5th Break – OUT (vertical change)
- 6th UP – Shift (vertical change)
- 7th Quantum (vertical change)

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Measurement

Measurement Matters

It could be said that if you can't measure it, you can't manage it. Historically people have not been able to measure intangibles as culture, values and behaviour. At Cecara Consulting we provide comprehensive, affordable methods of measuring and mapping personal values, current and desired cultural values for leaders, teams and organisations through The Corporate Transformation Tools®.

