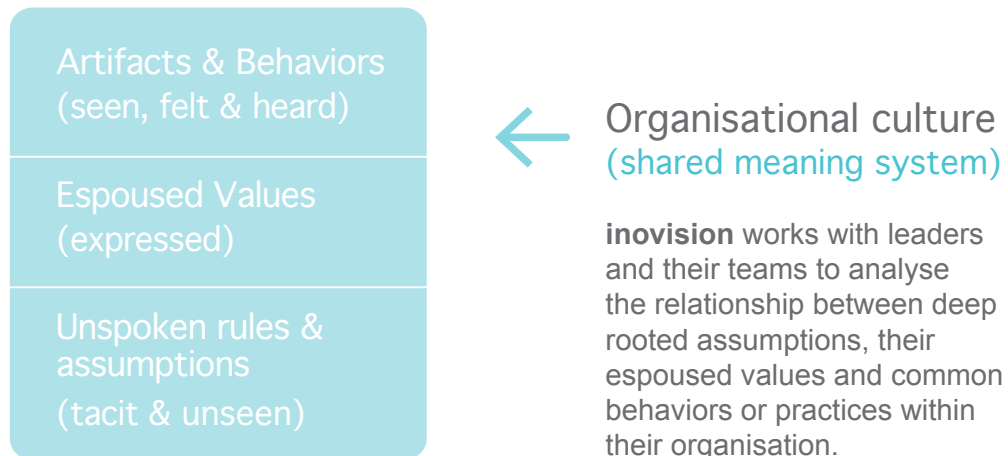


culture & values > organisational culture

Edgar Schein identifies 3 levels of organisational culture:



- **Artifacts & Behaviours:** What is seen, felt & heard by people not part of the culture, such as offices, facilities, furniture, art, dress codes, work climate, stories and visible interactions between people.
- **Espoused Values:** The professed culture: What is widely expressed within the organisation such as company slogans, mission statements, philosophies, strategies and goals and company values.
- **Tacit Assumptions or unspoken rules:** Unseen and not cognitively defined rules and assumptions that influence behaviors within the organisation, such as assumptions regarding human nature, human relationships etc.

As we can see from Edgar Schein's model of culture, organisational values are only one aspect of culture. We facilitate processes which help your organisation to:

- implement culture change; and/or
- identify and articulate your organisational values