

STRATEGIC HR CONSULTING

Culture Audit



The PCS Culture Audit allows your organisation to identify cultural and systemic issues through a process of diagnostic and substantive analysis. Using our signature “V-S-C Framework”¹, your organisation will be put in the best position to be “high-performing”.

Typical Organisational Objectives	<ul style="list-style-type: none"> • Identification of cultural or systemic risk areas • Assessment of leadership capability • Scrutiny of adherence to values and principles • Ensure compliance with WHS and other laws • Analysis of system effectiveness • Creation of environment for a high-performance culture 	Usual Phases and Process	1. Scoping	<ul style="list-style-type: none"> a. Understand organisational objectives b. Identification of people for interview phase of the Audit (“Participants”) c. Preparation of communications to Participants
Timing	A four week timeframe should be allowed for Phases 1-5 (subject to availability of all Participants)		2. Diagnostic: Desktop Review	<ul style="list-style-type: none"> a. Identification of relevant “Culture” documents (such as:) b. Review of agreed documents: organisation charts, mission statements, Values-related documentation, exit interview notes, onboarding documentation, contracts and policies
Costs²	Phases 1-5: \$17,500 (for up to 5 Participants) and an additional \$1,500 per additional Participant Phase 6: to be costed separately		3. Diagnostic: Online Survey	<ul style="list-style-type: none"> a. Participants (and others as required) to complete PCS Culture Survey b. Analysis of Survey
			4. Diagnostic: Interviews	<ul style="list-style-type: none"> a. Interviews with Participants of 60-90 minutes duration (in-person or online) b. Consideration of need for additional or alternative Participants
			5. Delivery of Findings and Report	<ul style="list-style-type: none"> a. Preparation of “Culture Review Report” (usually PowerPoint presentation) b. Presentation of Report and Recommendations (in-person or online)
			6. Implementation of Recommendations and Remedial	<ul style="list-style-type: none"> a. Typically, amendments to policies and HR documentation, training in relation to workplace behaviour and coaching b. Optional: development of appropriate Leadership programs and frameworks

¹ The “V-S-C Framework” is used as a tool to develop high-performance culture and refers to Vision & Values, Systems & Structures and Capability & Credibility.

² Figures exclude GST. Disbursements such as travel-costs (incl. time for travel) will be charged additionally. 50% of the fee is required to be paid prior to the commencement of the Diagnostic.