

# ***Culture Change***

**People talk about ‘how things are done around here’.** How did this come to be ‘how things are done around here’? Who decides ‘how things are done around here’? How can I influence ‘how things are done around here’?

Corporate culture is a broad term used to define the unique personality or character of a particular company or organisation, and includes elements such as core values and beliefs, corporate ethics, and codes of conduct. Culture is the environment that surrounds you at work all of the time. Culture is a powerful element that shapes your work enjoyment, your work relationships, and your work processes. But, culture is something that you cannot actually see, except through its physical manifestations in your work place.

Culture change is no mean feat. But getting it right pays dividends in all elements of business performance.

Aisling Consultancy offers various options to support you in influencing a positive ‘Culture Change’, these include the following:

- **Culture Assessment**
- **Culture Change Activities**
- **Culture Change Planning**

*“Corporate Culture can have a significant impact on a firm’s long-term economic performance.” (John P Kotter)*