

[PDF] Diagnosing And Changing Organizational Culture: Based On The Competing Values Framework

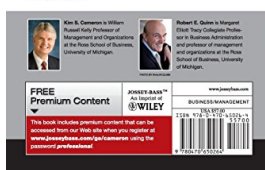
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DIAGNOSING AND CHANGING ORGANIZATIONAL CULTURE

THE THIRD EDITION of the best-selling book *Diagnosing and Changing Organizational Culture* offers a proven framework and methodology for helping managers and their organizations carefully analyze and alter their fundamental culture. This book contains validated instruments for diagnosing organizational culture and management competency, a theoretical framework for understanding organizational culture, and a systematic strategy for changing organizational culture and personal behavior.

Designed to be a hands-on resource, the book includes a wealth of instruments that leaders can use to plot their organization's culture profile. *Diagnosing and Changing Organizational Culture* includes a management competency assessment instrument to help facilitate personal change in order to effectively support culture change. The book can also serve as an education source for exploring a social framework of culture types. The Competing Values Framework is probably the most frequently applied framework in the world for assessing culture, and it has proved to be very useful for a variety of companies in clarifying the culture change process, as well as targeting significant strategic leadership improvement.

Filled with new examples and a step-by-step formula for organizational change, the thoroughly revised third edition also contains a downloadable online version of the Management Skills Assessment instrument and the Organizational Culture Assessment Instrument.



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Description:

The *Third Edition* of this key resource provides a means of understanding and changing organizational culture in order to make organizations more effective. It provides validated instruments for diagnosing organizational culture and management competency; a theoretical

framework (competing values) for understanding organizational culture; and a systematic strategy and methodology for changing organizational culture and personal behavior. New edition includes online versions of the MSAI and OCAI assessments and new discussions of the implications of national cultural profiles.

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