

# CULTURE AUDIT

An indepth study of the team and their culture, agreeing with your people what works and doesn't work and actions to enhance a winning culture

[www.fortisstreet.co.nz](http://www.fortisstreet.co.nz)



## WHAT IS A CULTURE AUDIT?

It is a comprehensive assessment of a team's practices, behaviours and beliefs. It aims to understand the current state of the workplace culture and identify areas for improvement.

Culture audits are not simply about responding to problems. Every team has unique strengths and rituals which can be leveraged further, along with successes to be celebrated.

## THE FORTIS STREET APPROACH

We start with the Fortis Street Culture Framework, made up of 11 different factors which significantly impact on organisational culture and performance.

From 1:1 interviews with the people in your team, we will identify between 2-5 factors which are impacting on their experience of and performance at work and report back to your team for validation and buy-in. We identify actionable steps the team can take to leverage their strengths and address pain points. We work with the team to develop a plan and measurable steps and coach and support your people to achieve a culture they love.

## BENEFITS

### 1. Team participation and confidence

Teams love this approach because they are driving it and in control of the outcomes and actions, not having something 'done to them'

### 2. Actionable steps with support

The team develop and agree the actions to take, we structure the plan and measures and provide the support and skills to deliver the plan

### 3. Improved experience and performance

Your people's employee experience is enhanced, which affects other performance measures such as customer experience, HS&W, productivity or turnover

## AT A GLANCE PROGRAMME

- 1:1 interviews with the team where they determine what counts
- Detailed report supported by your people, with actionable recommendations
- Ongoing support and skills to help the team achieve their goals

## BENEFITS

- Team participation and confidence
- Actionable steps, which we can facilitate
- More engaged people, improved performance and work outcomes

## SOMETHING ELSE?

We also provide bespoke team development and coaching. Talk with us about a different approach.



## SARA BROADHURST

Fortis Street Managing Director

Sara is a seasoned leader, having over 15 years as an executive in a range of companies and industries. In addition, she has a Master in Psychology, with indepth understanding of team dynamics and human behaviour.