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of successful companies have used to implement cultural change within their organizations. In this book, the authors summarize over 20 years of tracking culture transformations in seven different global organizations to illustrate the critical set of dynamics that firms need to manage in order

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Often said, "culture eats
strategy for lunch", this
books makes a strong
case. It is based on the
Denison culture survey,
which provides a very
helpful tool to think
through the dimensions

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Change (change), it illustrates - through concrete case studies - culture change in 4 different situations, e.g. building a global business IN an emerging market and FROM an emerging market.

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4. Creating One Culture
Out of Many 71. 5.

Exporting Culture

Change 91. 6. Building

a Global Business in an
Emerging Market 113.

7. Building a Global

Business from an

Emerging Market 133.

8. Building for the

Future: Trading Old

Habits for New 153.

Appendix: Denison

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Survey: Overview and
Resource Guide 173.

Notes 195 ...

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offers a practical look at the approaches that a set of successful companies have used to implement cultural change within their organizations. In this book, the authors summarize over 20 years of tracking culture transformations in seven different global organizations to illustrate the critical set of dynamics that firms

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Businesses generally
adopt a cultural change
as a result of new
leadership or as a
response to a 'crisis'
such as financial
problems or factors to
do with the marketplace
in which the business

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“The more leaders can share what a company values in its culture, the easier it’s going to be for the culture to become a reality and not just these random words

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uttered without meeting or random quotes on a wall,” says O’Keefe.

Leading organizational change also comes down to how you reward employees. For example, if you say you value teamwork but give bonuses for individual performance, what behavior are you really reinforcing?

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culture is a
counterintuitive action
that is threatening to
many senior leaders.

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unacknowledged threat is a primary contributing factor to a lack of action, weak sponsorship, and low commitment to champion a long-term initiative focused on shifting culture.

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