

The background features a collection of lightbulbs. One lightbulb in the center is illuminated, casting a soft glow, while the others are unlit. The overall color palette is a deep, monochromatic blue.

Organisational Culture: Integration & Adaptation

A vertical bar on the left side of the page, composed of four colored segments: orange, purple, yellow, and teal.

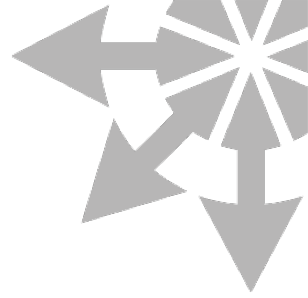
Culture &
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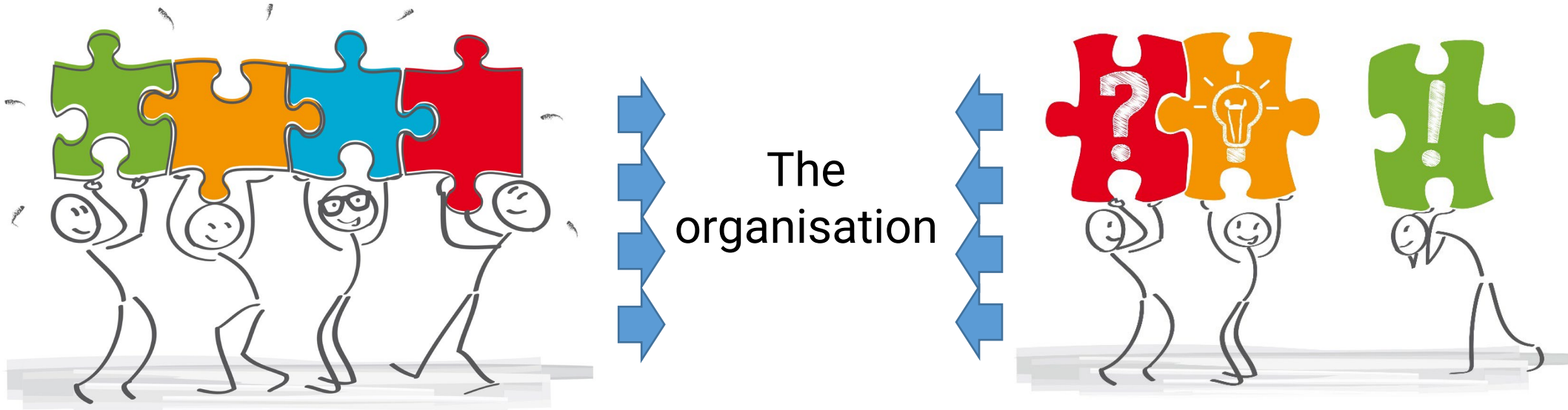
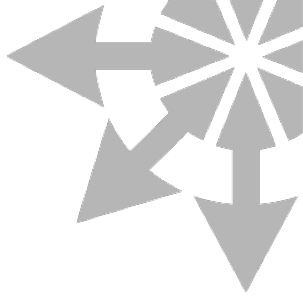
Insights from Real World Experience.

Shaun McCarthy FAHRI CFHRINZ
Chairman Human Synergistics Australia & New Zealand
Director Human Synergistics International (USA)

External forces confronting organisations right now



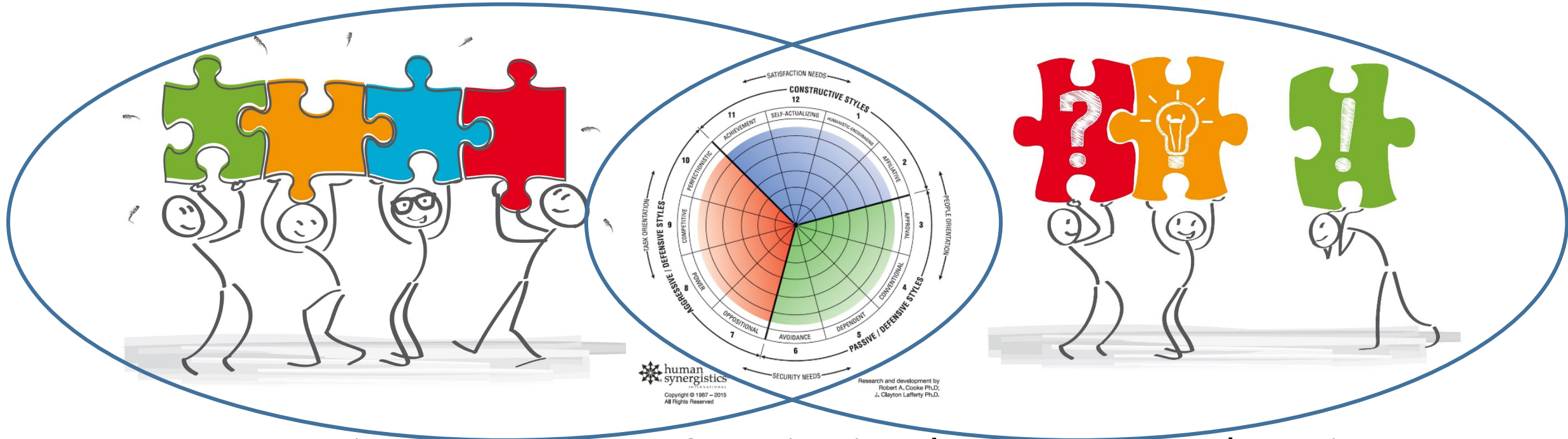
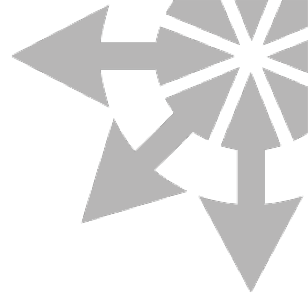
The Role of Organisational Culture



Integration
(internal)

Adaptation
(external)

The Role of Organisational Culture

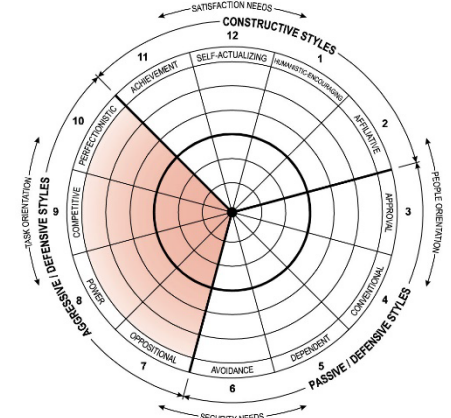
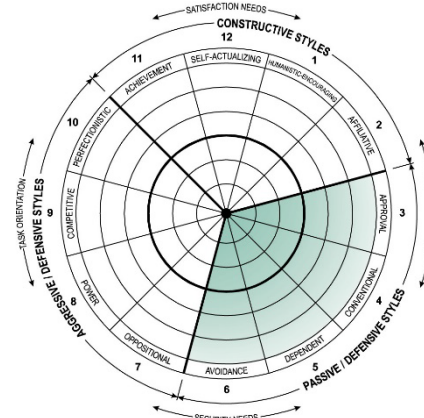
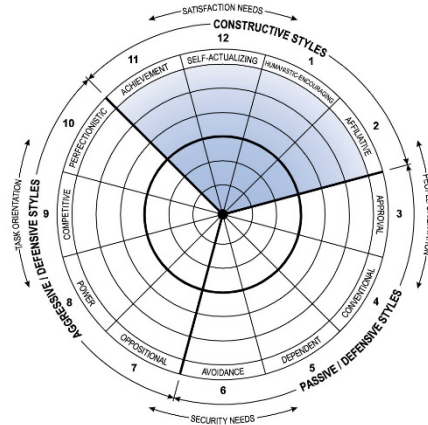
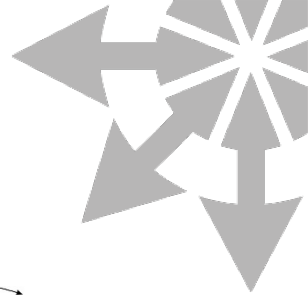


Integration
(internal)

Organisational
culture)

Adaptation
(external)

How culture plays out



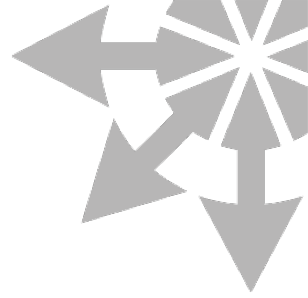
How the organisation integrates its sub-systems:

How the organisation adapts to external demands:

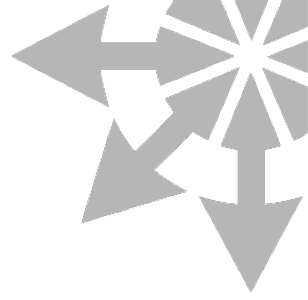
Performance over time:

Constructive Culture	Passive/Defensive Culture	Aggressive/Defensive Culture
Emphasises people	Emphasises rules/policies	Emphasises control
Proactive planning	Inactive, wait it out	Reactive, deal with crises
High performance	Vulnerability/mediocrity	Volatility

Culture Transformation Awards Winner



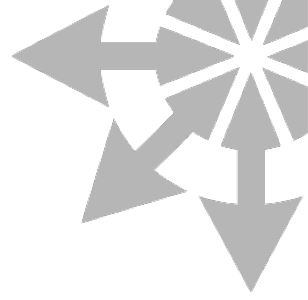
Culture Sustainability Awards Winners



**AUSTRALIAN
CONSERVATION
FOUNDATION**



Cultural Excellence Award Winners



The 24th Annual

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One Organisation at a Time®



Thank-you!

<https://www.human-synergetics.com.au/circumplex-demo>