

## Corporate Cultural Integration

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### Program Description

**Organizational culture is the commonly held norms and expectations about "how we do work here," what behavior and actions are rewarded, and what behavior and actions are considered foreign, undesirable, or punished.** They can be performance enhancers or barriers to effective change.

Cultural integration helps organizations achieve rapid integration and smooth transitions of new employees. By helping new employees to successfully integrate with their new team, organizations will increase their competitive advantage, benefit from improved morale, efficient operations, communication and customer service.

This course will be customized based on the culture, goals and nuances of your organization or department. It will be designed based on line and management interviews and Nyman Group experience with facilitation.

### New employees benefit by learning to:

- Build relationships & trust within the new organization
- Work with diverse styles of management & leadership
- Assimilation into your corporate culture
- Develop a common language and guiding principals
- Examine market and competitive realities
- Identify and discussing crises, potential crises, or major opportunities
- Encourage the group to work together as a team
- Teach new behaviors by the example
- Encourage risk taking and nontraditional ideas, activities, and actions
- Improve decision-making & problem solving
- Plan for and creating short-term wins
- Avoid the land mines
- Identify & capitalize on differences and best practices in organizational practices and culture.
- Reinvigorate the process with new projects, themes, and change agents

**Maximum participants:** 15

**Program length:** 2 days

This program may also be run as a 2-day retreat.