

TEMPLATE EEMap - Culture Map©

ENTITY POSITION	SUMMARY DEFINITION	EVIDENCE Characteristics of Culture	KEY ISSUES Actions & Behaviours	MAJOR FOCUS Areas of Impact
Dominant Corporate Culture <ul style="list-style-type: none"> Where the company/programme has come from 	<ul style="list-style-type: none"> Based on the evidence of the characteristics of the culture Demonstrated in the major focus of the key players in this entity 	<ul style="list-style-type: none"> Power Structure Who exercises power? What are the sources of power? Organisational Structure Staff? Functions? Processes? Technology? Rewards/Incentives Financial? Non-financial? Controls /Measurements How are outcomes measured & monitored? Communications Who? What? When? How? Why? Environment Working routines? Style & atmosphere? Myths & legends? 	<ul style="list-style-type: none"> Observable behaviours and actions that provide evidence of the key issues that result from this culture Observable behaviours and actions that demonstrate the real agendas of the key players in this entity (as reflected in its culture) 	<ul style="list-style-type: none"> Major areas of impact arising from the key issues Those things that receive the greatest focus in this culture
Subversive Subculture(s) <ul style="list-style-type: none"> Entities undermining change 				
Regressive Subculture(s) <ul style="list-style-type: none"> Entities resisting change 				
Espoused Position <ul style="list-style-type: none"> Where the directors think the company/programme is now 				
Enacted Position <ul style="list-style-type: none"> Where it actually is now 				
Emergent Subcultures <ul style="list-style-type: none"> Entities moving forwards “unknowingly” 				
Aspirational Subcultures <ul style="list-style-type: none"> Entities moving forwards “knowingly” 				
Desired Position <ul style="list-style-type: none"> Where the directors want the company/programme to be 				