

# **Andante Management**

**your partner in Change-management!**

**FOCUS : Instrument to measure the  
Organization-culture**

# What is FOCUS ?

FOCUS-survey maps the organization CLIMATE ( ‘how do we work’ ) and organization CULTURE ( ‘what do we consider being important’ ).

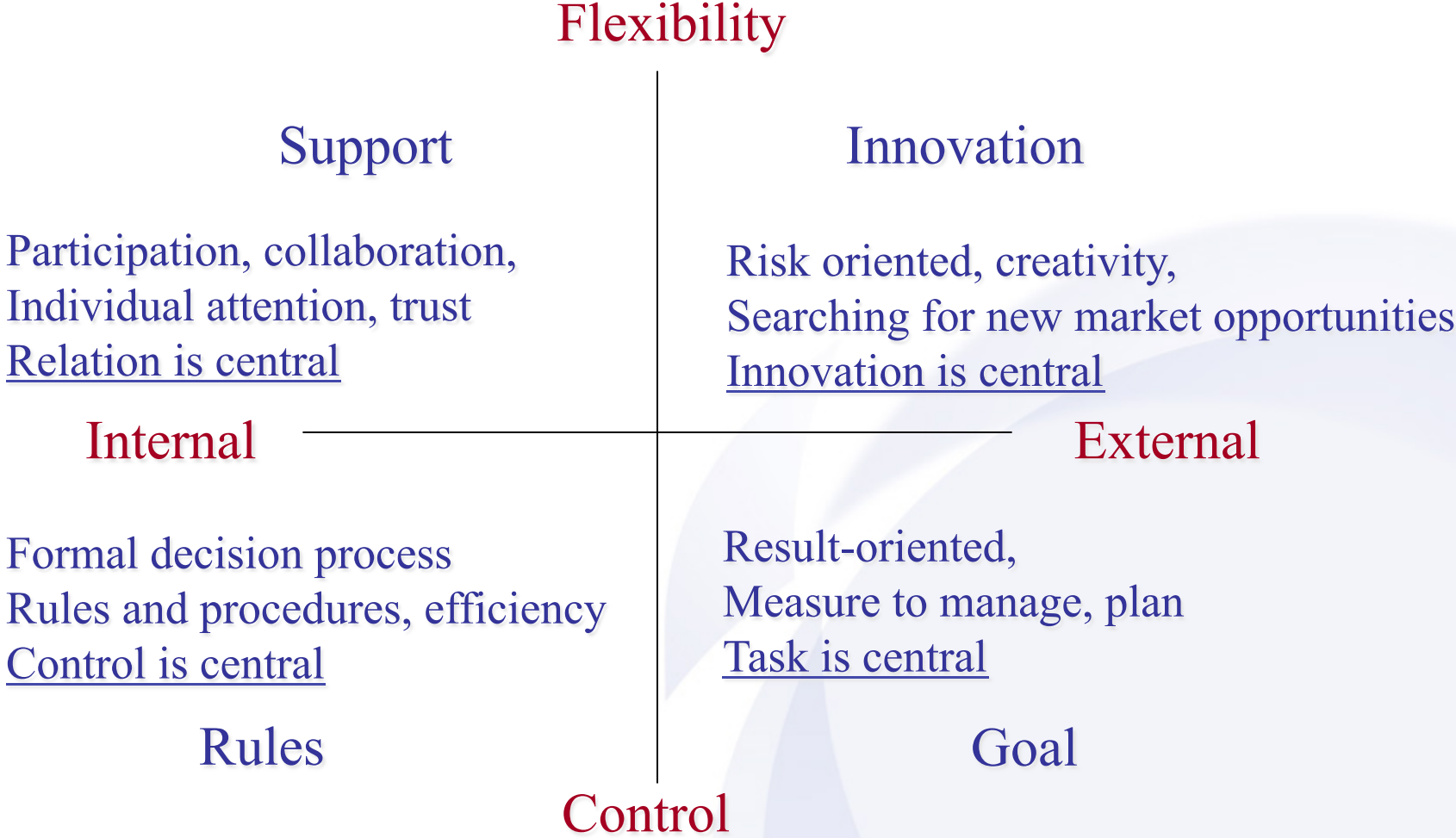
# FOCUS Purpose

- Map actual culture and climate
- Map desired culture and climate
- Map the differences
- Tailor made intervention

# FOCUS can be used:

- Merger and acquisitions (analyze the cultural differences)
- Cultural change programs
- To establish your corporate norms and values
- To define your company competency model
- etc.

# FOCUS theoretical model (Quinn)



# The FOCUS-survey:

- 75 thesis and questions
- Covering the 8 dimensions of the FOCUS-diagnosis model
- 15'
- Paper or disk
- Via internet or intranet

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More info?

**[www.Andantemanagement.com](http://www.Andantemanagement.com)**

Thanks for your interest!