



The Culture  
Factor  
| GROUP

# ORGANISATIONAL CULTURE

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## MERGERS AND AQUISITIONS

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Align the working practices of the merging companies  
and create a new team identity



## MENU

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## MERGERS & ACQUISITIONS PACKAGE

Two or more companies merging will always raise a lot of questions. How do you ensure that the way of working in one company is aligned with the way of working in the other company? Should you implement one of the two company cultures to both of the entities, or should you start building a new culture, utilizing the strength of both sides?

Our Mergers & Acquisitions Package can help you find not only what the difference between the two entities are, but also what is common between the two ways of working.

It is a complete package for you if you want to:

- Find out how to best align the working practices between the two organisations and create a new identity.
- Know what is the culture of the company that was acquired.
- Understand how the cultures of the two companies are different, and what kind of an impact that will have on the integration of the two.
- Discover hidden synergies between the two organisations, and how those can be utilised in the process.

Our Mergers & Acquisitions Package will help you set your goals, and improve trust on both sides of the merger.

## OUTCOMES FOR YOUR ORGANISATION



### CREATE A TAILORED PLAN

We will plan your culture integration project, based on your situation and your unique needs.



### FIND THE GAP, AND THE SYNERGIES

Through surveys, interviews and workshops we will find out what the current culture in your organisation is, how that compares to the acquired organisation, where the synergies and the differences are.



### TRANSFORM TO GET THE CULTURE YOU NEED

Find out how to best align the working practices between the two organisations in order to create a successful new unified culture.

## TESTIMONIAL

*"Hofstede Insights (now The Culture Factor Group) analytical and data-driven approach enables a very hands-on, pragmatic and strategic approach to culture. It enabled us to transform our bank into a new direction by understanding the cultural tendencies in the various groups of our bank, and surgically choose follow up actions respectful of the various nationalities within the bank."*

John Iossifidis, CEO, Noor Bank

## M&A PACKAGES

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- **Intake interview** to define the target for the project and co-create the plan to carry it out
- **Organisational Culture Scan** to measure the current culture of both entities through an online survey and/or interviews
- **1 Workshop** to assess the cultures of both organisations.
- Project management + analysis

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- **Intake interview** to define the target for the project and co-create the plan to carry it out
- **Organisational Culture Scan** to measure the current culture of both entities through an online survey and/or interviews
- **3 Workshops** to assess the cultures of both organisations, to decide what would be the best way of working together in a way that takes also the national culture into consideration.
- **Levers of Change™** to support indirect cultural transformation by implementing real life work practices for both organisations to discreetly close the gap between the two.
- Project management + analysis

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- **Intake interview** to define the target for the project and co-create the plan to carry it out
- **Organisational Culture Scan** to measure the current culture of both entities through an online survey and/or interviews
- **5 Workshops** to assess the cultures of both organisations, to decide what would be the best way of working together in a way that takes also the national culture into consideration, and to implement changes to align the cultures of both organisations.
- **Levers of Change™** to support indirect cultural transformation by implementing real life work practices for both organisations to discreetly close the gap between the two.
- **Cultural integration guidance** to support you in your cultural transformation during and after the implementation of the changes in your organisation.
- Project management + analysis

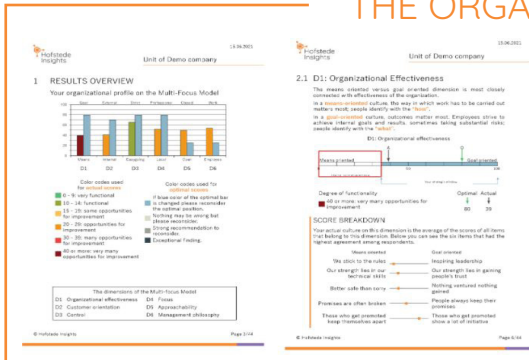
## ADDITIONAL AVAILABLE ELEMENTS

- In house "Culture Squad" certification
- CEO coaching programme
- Extra subcultures + consolidated reports
- Additional workshops for larger projects
- Culture Portal training



# TOOLS

## THE ORGANISATIONAL CULTURE SCAN



Our Organisational Culture Scan utilises answer pattern recognition technology to capture the holistic view of the current culture of your organisation. The Organisational Culture Scan **analyses the data collected in order to identify the patterns and tendencies** that together form your actual organisational culture.

## LEVERS OF CHANGE



Levers of Change is a tool designed to **bring your change efforts into real life actions and work practices**. Our system analyses both your actual and optimal culture and the areas you've decided to focus on. You will receive a report listing a number of **concrete and actionable changes that will bring your organisation towards its optimal culture**. We call this indirect change as these changes are changes in the work environment and work practices and will impact

## EXECUTIVE MATCH 360



Leaders' own behaviour is one of the most crucial aspects of cultural change in any organisation as it sets the example to the whole organisation and also communicates commitment - or lack thereof - to the change process. It assess how the leaders' behaviour supports optimal culture. Executive match 360 is a tool designed to analyse the degree to which the leader's behaviour supports or hinders the company's optimal culture inside the leadership team.

## CULTURE PORTAL



The Culture Portal is a platform simplifying the communication between the facilitator and participants of the programme. It provides a better user experience for participants by having all technical tools (surveys, materials) together with their own reports accessible in one place. Should there be any changes, the facilitator can inform participants directly via the platform.



## YOUR FACILITATORS

After the first intake call, we will select consultants or facilitators(s) that fits your needs and profile.

Our network of certified consultants possess extensive professional experience and knowledge on how to align working practices with strategic goals, implement culturally sensitive management practices, and help with creating organisations which have the Best Culture to Perform. We will make sure to find the perfect fit for the needs of you organisation.

With proven cases from working with brands such as Noor bank, the UNDP and many more, Hofstede Insights brings organisations from international presence to global effectiveness.

## WE TAILOR THE PROGRAMME

Understanding your organisation's needs is our priority. Thanks to our intake interview, and discussions, we will be able to determine a timeline and the various milestones of the projects that work for your organisation. Your programme is co-created, we adapt our process to your needs and your specific context for optimised the results.

## CONTACT US

As price can vary greatly depending on a number of factors such as the size of the project, the number of groups and the desired outcome, please contact us to request a tailored quote.

[sales@theculturefactor.com](mailto:sales@theculturefactor.com)



NOT WHAT YOU WERE LOOKING FOR?

FIND A PROGRAMME THAT WORKS FOR YOU

## CERTIFICATION PROGRAMME

If you are looking to grow your own skill set, you might be interested in joining our certification programme in Organisational Culture.

This intensive virtual programme is designed for managers and internal and external consultants interested in using Organisational Culture as a tool of management and change.

More information including a brochure can be found [on our website](#).

## INTERESTED IN A COACHING PROGRAMME FOR YOUR EXECUTIVES?

We also offer a fully tailored coaching programme designed for C-suite executives. This programme is available for individuals or executive teams.

After completing the CEO programme you will:

- Understand how Culture influences management and leadership on and offline,
- Discover how Organisational Culture influences your organisation,
- Analyse how your own behaviour impacts Organisational Culture
- Learn what you can do to make sure all of this supports your strategy.

Select one of the available paths that suits your needs best!

- Leadership and Trust
- Global Mobility
- Branding and Culture

[Visit our website for more information.](#)

Any questions about our programmes and tools can be sent to [sales@theculturefactor.com](mailto:sales@theculturefactor.com)





## OUR EXPERTISE AT YOUR SERVICE

### EFFECTIVE CULTURE SOLUTIONS

We take the time to understand your unique challenges and needs. Rather than offering one-size-fits-all services, we believe in co-creation. You become more than just a client; you are a trusted partner. Together, we develop solutions that are tailor-made to resolve your specific cultural challenges.

### UNIQUENESS

By weaving National and Organisational Culture into our approach, we offer a holistic viewpoint that transcends standard cultural consultancy. Our bespoke solutions align your organisation's values and practices with the specific cultural environments in which you operate.

### FLEXIBILITY

In today's fast-paced world, adaptability is crucial. Our Culture Portal offers real-time access to a treasury of cultural knowledge and data, giving you the flexibility to make informed decisions on the fly.

### RELIABILITY

We are firmly grounded in a data-driven approach, transforming abstract cultural insights into tangible, actionable strategies. With us, you're making decisions based on rigorous data, not assumptions.

### GLOBAL REACH

With a vast network of consultants and specialists stationed on every continent, we deliver a world of perspectives straight to your doorstep. This extensive global footprint empowers us to offer solutions that are finely tuned to local nuances. At the core of The Culture Factor is an unwavering commitment to customer satisfaction, achieved through global excellence.





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Consulting | Coaching | Certification | Tooling

Learn more: [www.theculturefactor.com](http://www.theculturefactor.com)  
Contact us: [sales@theculturefactor.com](mailto:sales@theculturefactor.com)