



# Culture Development

How to change your organization's  
culture in two months

# Context

In our experience, **we have seen that organizations can usually improve their culture in six years, but it only takes a couple of misled or wrong decisions to destroy everything they have accomplished.**

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## Moment

- In the face of Covid-19, organizations are responding to market panic by going into full protection mode to lose as less capital as possible.
- Conventional organizations look for ways to “cut back” in order to stay afloat, without considering the consequences on their stakeholders map.
- Remote work is centered at the task level thus losing an opportunity to have a more constructive impact.
- Organizations are focusing their talent on the opportunity of competing better, rather than trying to reach alignment to become stronger in the future.

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## Opportunity

Priorities set by the market, business results, and in many cases, the vision set by the Board of Directors, demand immediate actions in the face of the current context. **¿How could organizations bring together the talent and creativity of their stakeholders to become better assuming there is a shared cost for everyone?**

*The challenge is not how to survive the storm,  
but rather how to prepare for better times*



# Solution

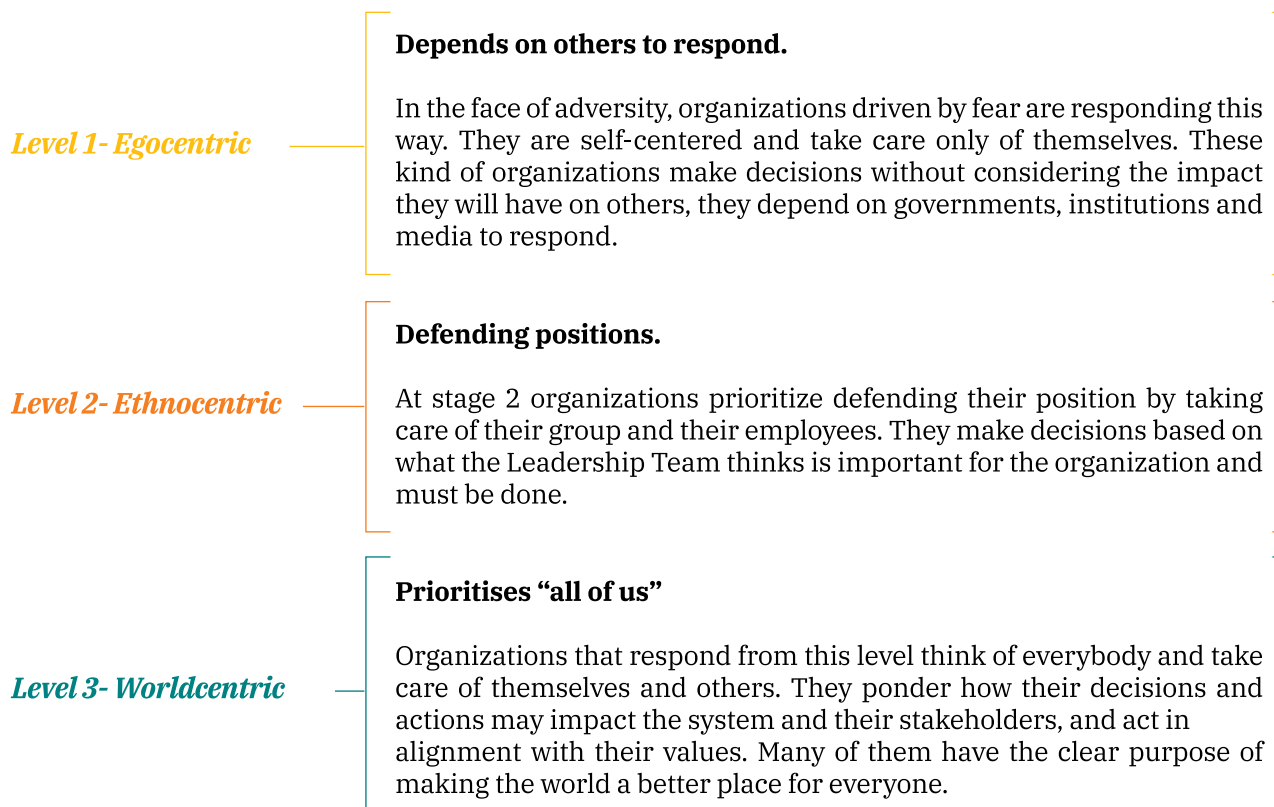
**Non-hierarchical organizations are design on the basis of structure and processes to trigger self-management and agile culture that enables their teams to transcend conventional fear and invest their time and resources in projects that “business as usual” does not permit: improve processes, take unconditional responsibility, strengthen bonds, reconnect with their purpose, and above all, find solutions for constant improvement that would be difficult to see in a different context.**

# Conclusion

This event offers a unique opportunity to focus on improving the organization at every level.

**Now more than ever, those who lead organizations must act with integrity and with a world centric perspective, even when market demand, stakeholders and results create overwhelming pressure that may force them into countercultural decisions.**

In our experience, we have seen three main ways in which organizations respond to a challenge, and this event is no exception:





**INTEGRALIS**  
CONSULTING

We believe together we can build  
a Better Normal.