SOCIAL
OPERATING SYSTEMS

Culture Measurement and Management:
The Holy Grail of Social Architecture

"If we can measure and define the culture of an organization, we can change that culture and thus redefine the organization. This redefinition can change the profitability of an organization."

Don Eckenfelder
Chairman, Social Operating Systems

The Benefits of a Values-Driven™ Organization

Culture can drive as well as predict performance in an organization. This has become a proven fact. Organizations such as Jet Blue and IBM have shown how culturally driven management create organizations that succeed fundamentally in business.

Further, there is no doubt that the lack of acceptable culture, or a culture bereft of ethics, has ruined such staunch organizations such as World Comm and Enron.

However, the ability to measure and manage the culture of an organization has always eluded concerned management of organizations … *until now.*

The Four Cornerstones to Our Consulting Services:
Culture Barometer™ • Performance Map™ • Bridge to Success™ • Exercises for Improvement™

Culture Barometer™

• Use the Culture Barometer to develop a culture profile for your organization, thus *identifying your strengths and weaknesses.*

• *Directed action* enhances those areas of your culture that need improvement.

• Using the barometer to enrich their culture and prevent loss, *most clients increase profits by 5% or more.*

• Values-driven safety ensures not only loss prevention but also *promotes profit protection, business success, and healthy growth.*

Performance Map™

• The Performance Map illustrates why things happen and explains why *culture predicts performance.*

• This understanding allows you to *predict outcomes*—once you understand your cultural beliefs and values. Not surprisingly, this applies to everything in life, not just safety.

• The Performance Map is the *basis for our services division* (on-site consulting, data collection and analysis, custom exercises, etc.)..

Bridge Metaphor™

• The tendency of the safety industry to focus on one area (leadership, systems, programs, technology, and the like) to the exclusion of others *may promote more problems than solutions.*

• The Bridge Metaphor provides the *proper perspective* on all important elements of loss prevention.

• Values-driven safety methodology offers a *balanced approach* to achieve excellence in loss prevention and continuous total improvement.

Exercises for Improvement™

• As humans, we are physical, intellectual, social, and spiritual beings. In group work situations, we are primarily *social performers.*

• To improve physical performance, we exercise physically. To grow spiritually, we seek communion with God or other higher force. To improve work performance in your organization, you must undertake *a social workout customized to your needs.*

• Our values-driven methodology provides a way for social exercises to be *approached strategically* rather than by guesswork or haphazardly.

The difference between success and failure can be imperceptible.
The definition of success comes in many different shapes and sizes,
and varies by company and audience.

Your organization may have already achieved success.
Can you measure how you got there? We can!

Your organization may still be searching for your keys to success.
Do you know how to get there? We do! And we can show you!

If you can measure your corporate culture, you can manage it!

The right culture is the driving force that takes companies from ordinary to extraordinary. If you can mine the culture and define it, you can create a roadmap that will guide your organization to its most ambitious expectations.

During the last 10 years, Don Eckenfelder, Chairman of Social Operating Systems, has led the way in establishing the ability to manage and measure performance, thereby creating effective change in an organization. His Values-Driven Safety Curriculum has become a pioneering science in the safety industry. His proven techniques not only measure and map performance to corporate culture, but also enhance the ability of the organization to make decisions based on their set of core values.

It may be only a simple change that would alter your organization's future, but knowing which change and how to make it can be daunting. SOS has developed a methodology to help you find your way through the myriad of possible issues and point you in the right direction.

In short, Social Operating Systems has developed a pioneering technology that can effectively measure the culture of your organization. Once measured, that culture can be shaped and molded, thus providing Stockholders, Shareholders, and Stakeholders the tools to achieve unprecedented results!

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Values-Driven Safety™

The "Gold Standard"