



Generate business development with a “Do-It-Yourself” package containing a wealth of inspiration, depth and perspective.

The Ocean of Culture® has for many years successfully been used in organisations and companies. It is developed by Lone Aagaard, who is the owner of KOMMITMENT International. Lone Aagaard has more than 20 years of experience as a consultant and instructor, with specialist skills in the fields of strategy processes, implementation and development of organisational culture.

Generate business development

The purpose of KOMMITMENT International is to generate business development in both the private and public sectors by making complex processes simple, so that new knowledge and new skills can be firmly deployed among both managers and staff. Our principle is to help people to help themselves – which is why we have developed The Ocean of Culture®.

The core activities of KOMMITMENT International are the design and application of leadership and organisation processes that generate progress and growth. In our experience, far too many decisions and initiatives are put in drawers or on bookshelves and then forgotten, or simply overtaken by the day-to-day realities of operations once consultants and instructors have completed their assignments and left the organisation.

Stimulate commitment and innovation

KOMMITMENT International works on a systematic basis. Everything the company does focuses on ensuring maximum cohesion and overview in a complex and constantly changing world, and on stimulating commitment and innovation on the part of the organisation’s staff via involvement and practical experience.

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THE OCEAN OF CULTURE®

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Stimulate development of the organisation’s culture
and boost the implementation of your business strategy



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within the organisation's individual culture in various aspects, such as identity, vision, objectives and values. It highlights important habits and teamwork and taboos, measurement and remuneration structure.

It is set up

KOMMITMENT International can provide a 2-day course for the training and certification of managers and consultants who wish to

REMUNERATION STRUCTURE AND HIGH STATUS

GOOD GUYS

IN THE OCEAN OF CULTURE, the Good Guys symbolises remuneration and high status within the organisation.

The Good Guys represent the attitude and behaviour of the organisation in relation to staff with high status, and those who are first in line when the time comes to distribute praise, extra benefits, career options and pay rises.

Our hypothesis is that both high and low status are in play in every organisation, and that the allocation of status often takes place in the more subconscious group processes that are part of the interaction and working relationships between staff.

The commercial benefit of working with remuneration structures is that this employee development, and for the recruitment of new staff.

The "Good Guy" symbol may be a "map" examination - reveals subconscious mechanisms that encourage or discourage individuals in working relationships and knowledge of resources.

All the culture elements in The Ocean all of your organisation's "good guys" also organisation's "bad guys", values and it.

WHAT EXACTLY IS HIGH STATUS?

The word "status" comes from Latin and refers to a hierarchy or an order of rank.

Areas or people with high status are at allocated not only more resources and "hero" whose goals have been achieved: "Heroes" save the world and shoulder its growth and progress. "Heroes" are role both internally and externally. Such peer organisation as well as the unspoken one

REMUNERATION STRUCTURE

Symbols, uniforms and objects are often used to profile a dominated society, however, the value of such symbols declines because they can often be bought or copied. As a high status often pursues new kinds of symbols and good nature, are unique and not available to a wider public.

There are numerous factors that must be examined if we a particular field of activity, a group of people or an individual status. There are historical, financial, attitude-related, psych factors in play.

HIGH STATUS AND REMUNERATION STRUCTURE

Status - high status, in this case - is a part of the organisation in relation to the hierarchical structure and management organisation, the differences in status often become not the formal power structure you progress.

Status and power are interlinked. Over and above the status that the formal hierarchical position provides, the more informal power bases often come more prominently into play with regard to allocation of status.

These power bases may be defined by considerations such as professional skill, education, social conduct, seniority, gender, dialect, lifestyle, partner's job and salary, home, children, and so on.

Examples of "good guys" and high status within the organisation:

- Executives, managers and key personnel
- Larger offices for executives and managers
- Special centres for the sole use of executives and managers
- Large company cars for executives and managers
- Attractive, fit and healthy people
- Staff who dare to take a risk
- Staff who constructively challenge the management board and management team
- Staff who accept responsibility and take the blame

HABIT FISH

HABITS WITHIN THE ORGANISATION

1. List 3 good and 3 bad habits that you have noticed within your organisation.
2. Name one of your own personal habits that you would like to alter - one that would have an effect on the way you and your colleagues work together, and on your own effectiveness.
3. What kind of habits are embedded within your organisation in terms of relations with customers in particular, and the market in general? Can these habits survive in the long term?
4. How important a role do you think such habits play in your organisation's culture?

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QUESTIONS AND ANSWERS

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