



## Why is culture so important?

If the persona of an organisation can be seen as values, norms, and behaviours, this combined is the culture which ultimately will drive performance. The factors which create a culture are extremely wide ranging and the people best placed to observe it are the individual's within it.

## What is Lumina Culture?

- This provides clients with a 'big picture' view of how their organisations culturally function
- Creates the the opportunity to step back and reflect on the work environment and ethos
- Helps those who feel like they don't fit in - learn how to
- Uncover an organisation's true culture, especially over time
- Lumina Culture is, in essence, a vehicle for discussion, improvement and change

## How can I, as an individual effect change within my organisation's culture?

- Any individual can create change in the work environment around them.
- Lumina Culture will show you strategies to do this and provide you with tools to effect this change.
- The Lumina culture platform has an online support system to provide large scale feedback and coaching to participants when it wouldn't be practical to do face to face with such a large group. This includes long term goals, feed back tools and supported to completion or revolution.
- Lumina Culture demonstrates the impact of an individual, in potential, and one individual can spark change, lead a revolution, light a fire beneath the feet of an organisation that is standing still.

## How does knowing about culture help?

Organisational culture is a subtle yet all-encompassing part of work life and issues can be hard to identify when you only have a single perspective

Once you see the views of your colleagues brought together, you will be able to see your organisation's culture from a comprehensive viewpoint and this can be the springboard to positive change. This is reinforced through the Lumina Culture course, proving everyone is an integral part of an organisation's culture.

## How is this a unique Lumina product?

Lumina Culture is much bigger in scope and concept than any other Lumina Learning product. It is the only one that is focussed on analysis at an organisational level as well as an individual level. No other Lumina Learning product places such an emphasis on the big picture.