

Auditing Organizational Culture: Protecting Your Brand!

Course Description

Most organizations have different cultures. What is important, what is acceptable, what is written, what is considered as traditions are examples that include values, goals and strategies that impact all employees. The important aspects of an organization's culture can vary greatly from one organization to another. In this session will discuss the primary attributes of an organization's culture, both positive and negative. We know that organizations with great cultures are more successful over the long-term than organizations with weak and/or inconsistent cultures. Attend this session to learn more about organizational cultures and how you can perform audit activities.

In this training, we will discuss the following important issues:

- Examples of different organizational cultures and why a positive culture is important to your organization
- Positive & negative cultures
- Important culture characteristics for successful organizations
- Approaches/techniques for audit activities for assurance auditing & consulting/advisory services
- Development of a plan to conduct an audit of culture
- How to work with management to receive support for culture audit activities
- Communicating the value proposition for the auditing of organizational culture

Learning Objectives

- Learn why auditing your organization's culture is important
- Understand the primary characteristics of an organizations culture both positive and negative
- Identify what parts of an organizational culture provide the most opportunities and greatest risks to long-term success
- Provide audit approaches and activities to provide assurance and consulting about your organization's culture
- Understand why leadership may not be supportive of IA auditing the organizations culture and provide considerations, methods and approaches to obtain management/board support
- Learn to develop a plan that influences organizational leadership to consider using internal audit for additional strategic and value add services
- Share resources/reference materials to assist you in further developing your knowledge of organizational culture

You will leave this session able to:

- Better understand organizational culture from the positive & negative perspective
- Identify the characteristics essential to a positive culture
- Recognize negative aspects of an organizational culture
- Determine the audit activities that would be most appropriate for use to better meet needs/management expectations
- Audit your organization's culture & determine if you need additional subject matter experts to assist
- Identify skill gaps in your audit team preparing to conduct audit activities of culture
- Understand the importance influencing leadership to support the audit of culture
- Develop an approach to conduct audit activities related to organizational culture

Who Should Attend:

Internal Auditors at all levels. The session focus will primarily at the intermediate level (3 -5 years' experience), but will also be helpful to auditors in-charge and audit managers that are considering conducting audit activities in organizational culture.

Prerequisites

None - all auditors will benefit from this seminar.

Level: All Levels

Field: Auditing

CPE Credits: 8 (400 minutes)

Delivery Method: Live - Group

Course Outline

- Organizational culture
 - ✓ Definition
 - ✓ Why important
 - ✓ Characteristics of strong/positive culture
 - ✓ Positive & negative cultures
 - ✓ Benefits to the organization
 - ✓ Examples of different cultures
- Challenges in auditing culture
- Risks to the organization based on a weak culture
- Why management may be resistance to internal audit conducting culture audit activities vs. using human resources and/or organizational development consultants
- Consulting/advisory services related to organizational culture
- Different approaches/techniques for conducting culture audits
- Developing an organizational culture audit program
- Lessons learned & leading practices
- Tips & reference materials

Exercises/Case Studies will be used to reinforce the learning process. Examples of exercise/case studies areas follow.

- Organizational Culture
- Auditing Culture – Challenges & Process
- Audit Services – Culture/Strategic Areas
- Auditing Culture – Value Proposition
- Culture – Auditor Knowledge, Skills & Abilities