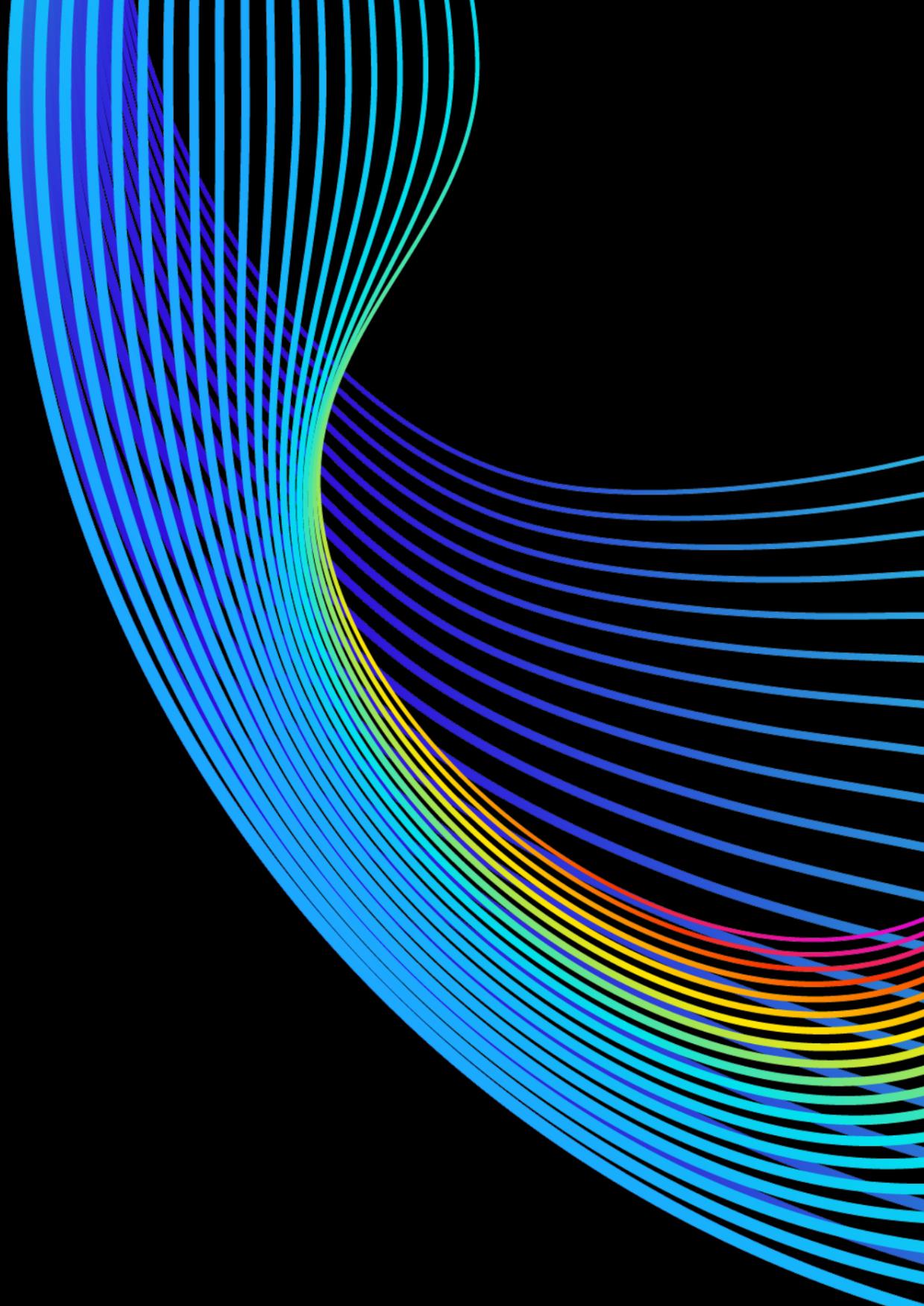




The Culture
Institute
AUSTRALIA



 **Culturesphere**[™]
Uncover Culture > Unlock Potential

CultureSphere[™] Teams
Team Culture Analysis & Shaping



Why Australia's most customer centric organisations choose CultureSphere™

> **Most organisations measure engagement. Very few truly understand their culture.**

Traditional culture tools were built for a different era. The Harvard Business Review (HBR) has noted that conventional approaches are no longer effective in delivering meaningful, business focused insights. The reasons are clear: the pace of digital transformation, the rise of AI, and the growing complexity of modern workforces have fundamentally changed what organisations need from a culture diagnostic.

CultureSphere™ was built to meet this moment.

In 2008, The Culture Institute partnered with behavioural psychologists and data scientists to design a fundamentally better approach to culture analysis. What followed was over 15 years of continuous development, rigorous data validation, and deep engagement with Australia's leading organisations.

The result is CultureSphere™; one of the world's most sophisticated culture diagnostics. A versatile suite that delivers an unparalleled perspective into the forces that shape how your organisation actually operates.

What CultureSphere™ Measures

CultureSphere™ is designed to work the way organisations operate. Whether you need a focused culture lens to complement your existing engagement survey, or a comprehensive enterprise study that maps every dimension of organisational culture, CultureSphere™ scales to meet your needs.

Central to all customer centric cultures are degrees of cultural health (trust, psychological safety and positivity) and culture styles analysis (how we things).

One Tool. Many Options.

CultureSphere™ is not a single product. It is a suite of diagnostics designed to work at every level of an organisation, from individual work-style profiling through to a comprehensive enterprise culture study.

The CultureSphere™ Suite

- > CultureSphere™ Enterprise - Full Diagnostic
- > CultureSphere™ Core - Engagement Adjacency
- > **CultureSphere™ Teams - Team Culture Setting**
- > CultureSphere™ Profiles - Work-style Profiling

Attrition Reduction ROI

One of the most significant financial burdens on organisations is employee turnover. Panorama's ability to delve into the depths of trust, psychological safety, and leadership effectiveness within a team or organisation allows for the identification and remediation of issues that may lead to employee dissatisfaction and ultimately attrition. By reducing turnover, CultureSphere™ directly saves on recruitment costs and lost productivity associated with employee departures.

Strategy-Aligned Productivity Boost

Perhaps the most significant return comes from Panorama's ability to align organisational culture with business strategy. By ensuring that the organisational culture is in harmony with the overarching goals and strategy, CultureSphere™ facilitates a smoother execution of plans. This alignment translates into increased productivity as employees work cohesively towards common goals. The boost in productivity not only has positive implications for the bottom line but also contributes to a healthier and more robust organisational culture.



CultureSphere™ Teams Overview

One Day Culture Setting Workshop

Transform Your Team Through Intentional Culture Design

CultureSphere™ Teams is a team based culture survey and workshop designed to help teams develop a shared understanding of their culture and identify areas for improvement.

Through a series of facilitated exercises, proprietary profiling tools, and structured discussions, team members reflect on their shared values, behaviours, and attitudes to create a more cohesive and aligned culture that supports high performance and engagement.

Grounded in trust, clarity, and shared purpose, this intensive one day workshop empowers teams to deliberately craft their cultural identity using strategic trust building exercises and the innovative Time Machine Culture Commitments framework. Facilitated by The Culture Institute of Australia, creators of the Australian Workplace Culture Guidelines and founders of the renowned CultureCon™ conference.

Designed for teams of 8 to 16 members including Executive Teams and Leadership Teams across all industries.

Discovery & Profiling 9:00 – 11:30	Team Target Culture 12:00 – 14:30	Action Planning 15:00 – 17:00
<p>Introduction to the CultureSphere™ framework. Participants complete personal and team profiles generating real time individual and team insights revealing trust levels, climate factors, and dominant cultural styles.</p> <p>Deliverables:</p> <ul style="list-style-type: none"> Personalised team member profiles and team dashboard Clear picture of current culture and areas for growth 	<p>Facilitated deep dive into team profile results. Explore how current cultural dynamics influence performance and define an Intentional Culture aligned with goals, values, and vision. Introduce Time Machine Culture Commitments where teams project forward 6, 12, or 24 months.</p> <p>Deliverables:</p> <ul style="list-style-type: none"> Cultural blueprint aligned to team goals and vision Time Capsule Culture Commitments and accountability framework 	<p>Transform insights into a tailored action plan. Refine Time Capsule Culture Commitments and embed them into daily practices with accountability structures. Create a 90 day implementation roadmap with milestones and checkpoints.</p> <p>Deliverables:</p> <ul style="list-style-type: none"> 90 day action plan with milestones to sustain momentum Practical takeaway resources for ongoing cultural alignment

We've proudly supported some of Australia's leading organisations.





CultureSphere™ Teams Insights Summary



CultureSphere™ Teams | Insights

At a time when organisational culture is paramount, CultureSphere™ Teams is your team's central navigation tool, delivering diverse insights and unlocking the full potential of what your people can achieve together.

CultureSphere™ Teams delivers an unparalleled view of this critical asset, giving you the diagnostic depth to understand, assess, and evolve your team culture in alignment with your goals and the demands of a rapidly changing world.

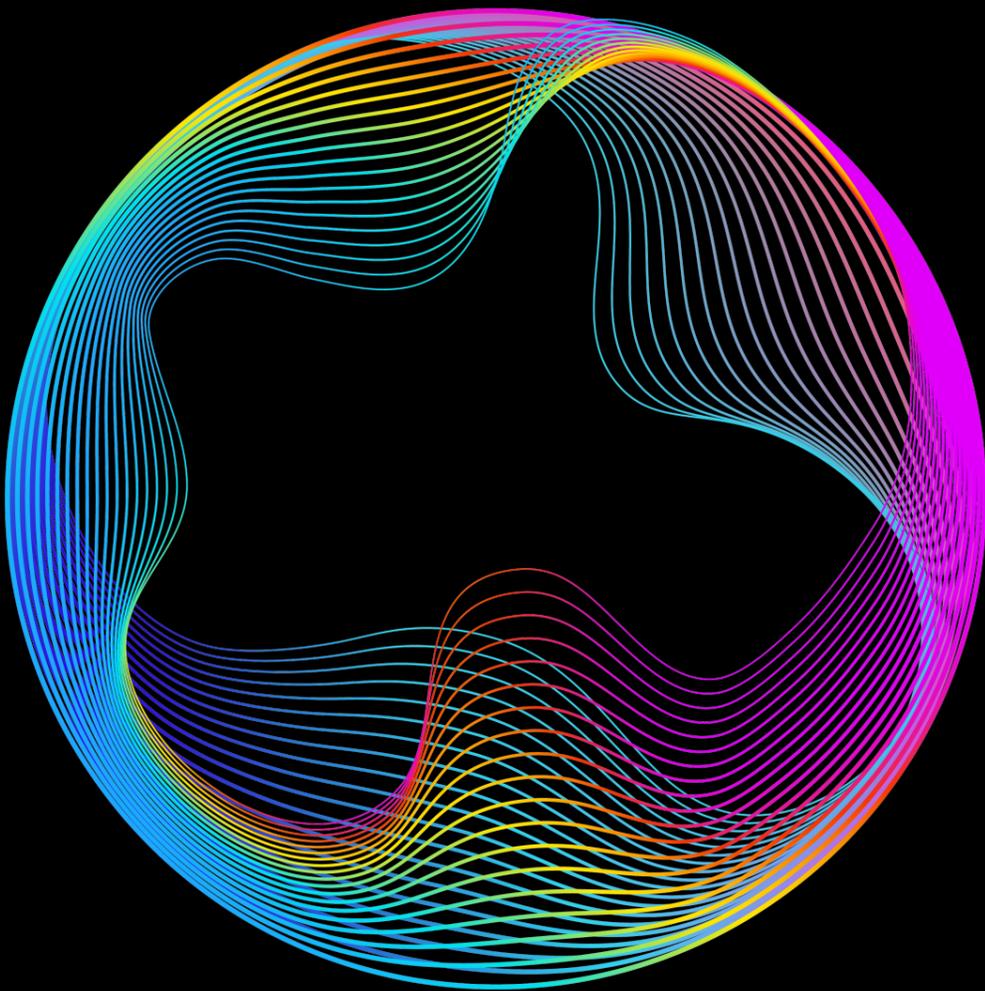
What CultureSphere™ Teams Reveals

From the individual work-style profiles of each team member through to the collective cultural dynamics that determine how your team operates, CultureSphere™ Teams surfaces important team truths:

- The psychosocial styles of individuals and how they interact within the team
- The alignment (or misalignment) between your team culture and team strategy
- The dominant cultural styles shaping decision making, collaboration, and communication
- The areas of cultural toxicity that may be silently eroding cohesion and productivity

From Insight to Action

CultureSphere™ Teams does not stop at diagnosis. Every insight is translated into practical, actionable recommendations through our facilitated workshop methodology. Your team leaves with a shared cultural language, a deliberate cultural blueprint, and a 90 day implementation roadmap designed to embed lasting change into daily practice.



By The Culture Institute of Australia

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