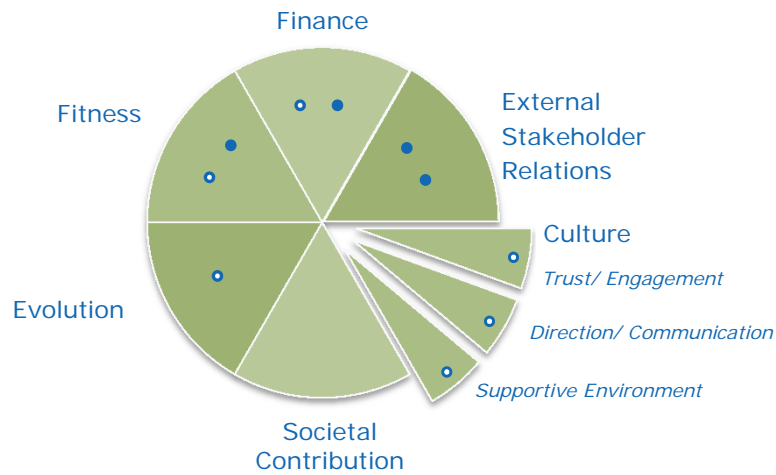


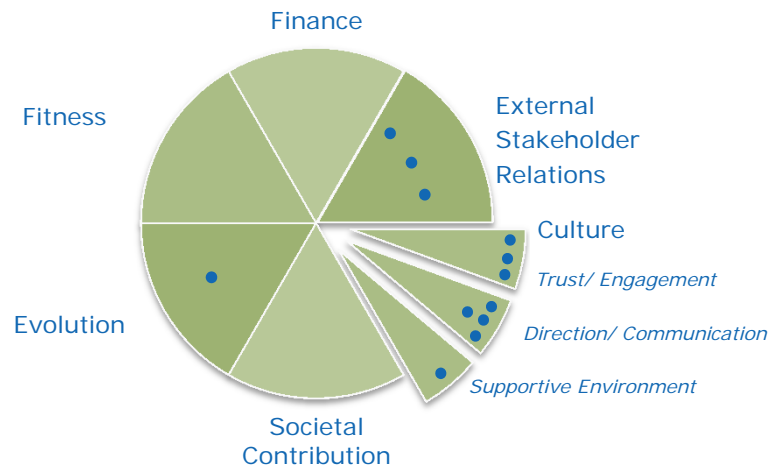


Business Needs Scorecard - Example

Current Culture Values



Desired Culture Values



		Current Culture	Desired Culture
Finance		profit cost reduction (L)	
Fitness		long hours (L) results orientation	
External Stakeholder Relations		customer satisfaction customer engagement	customer engagement customer satisfaction brand image
Evolution		short-term focus (L)	continuous improvement
Culture	Trust/Engagement	silos mentality (L)	teamwork accountability employee fulfilment
	Direction/Communication	confusion (L)	clarity humour/ fun leadership information sharing
	Supportive Environment	job insecurity (L)	balance (home/work)
Societal Contribution			