



Barrett Values Centre

Local Government Industry Report

Prepared by Barrett Values Centre

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Local Government Industry Report 2007-2014

Total number of organizations: 101

Time Period: 2007-2014

Countries represented: 15

Average Entropy:

Year	Average Entropy
2007-2014 Combined	28%
2014	28%
2013	30%
2012	30%
2011	27%
2010	27%
2009	26%
2008	26%
2007	32%

Total Number of Organisations by Current Organisational Entropy:

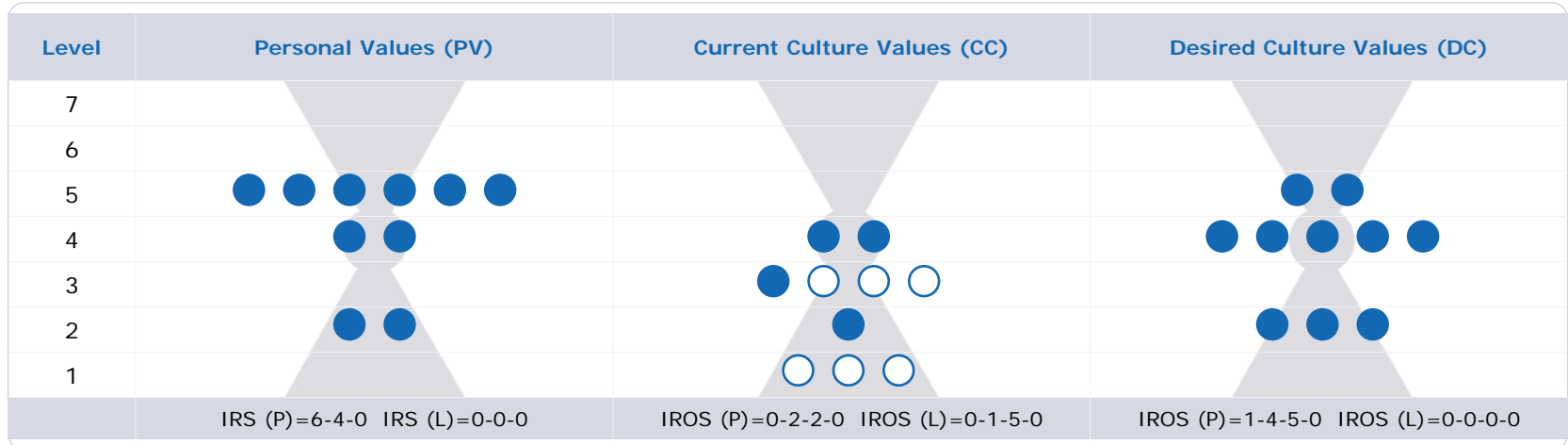
Entropy Band	Number of Organisations
0-10%	8
11-20%	20
21-30%	33
31-40%	17
41% or more	23

Industry Reports are a composite view of a specific industry using results collected from Cultural Values Assessments over time.

The values data represents the most commonly occurring top values. Percentages associated with values denote the percentage of assessments in a given industry where that value appeared among the top values.



Local Government Industry Report 2007-2014



Matches

PV - CC 1
CC - DC 3
PV - DC 2

honesty	83%	5(I)	bureaucracy (L)	67%	3(O)	open communication	60%	2(R)
humour/ fun	68%	5(I)	confusion (L)	51%	3(O)	continuous improvement	53%	4(O)
positive attitude	68%	5(I)	<i>customer satisfaction</i>	44%	2(O)	<i>teamwork</i>	52%	4(R)
<u>commitment</u>	56%	5(I)	hierarchy (L)	44%	3(O)	<u>accountability</u>	50%	4(R)
<u>accountability</u>	54%	4(R)	cost reduction (L)	38%	1(O)	employee recognition	45%	2(R)
responsibility	51%	4(I)	<u>accountability</u>	37%	4(R)	<i>customer satisfaction</i>	43%	2(O)
respect	46%	2(R)	<i>teamwork</i>	36%	4(R)	<u>commitment</u>	40%	5(I)
cooperation	45%	5(R)	control (L)	34%	1(R)	information sharing	37%	4(O)
integrity	45%	5(I)	results orientation	29%	3(O)	balance (home/work)	33%	4(O)
family	42%	2(R)	short-term focus (L)	27%	1(O)	staff engagement	33%	5(O)

Black Underline = PV & CC
Orange = PV, CC & DC

Orange = CC & DC
Blue = PV & DC

P = Positive
L = Potentially Limiting (white circle)

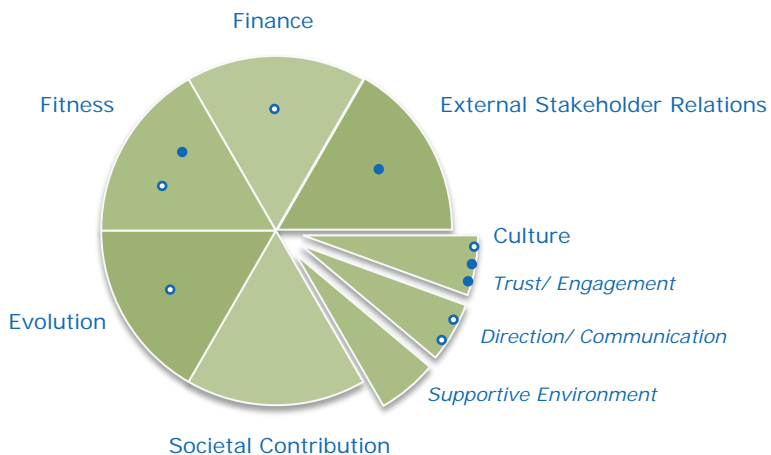
I = Individual
R = Relationship

O = Organisational
S = Societal

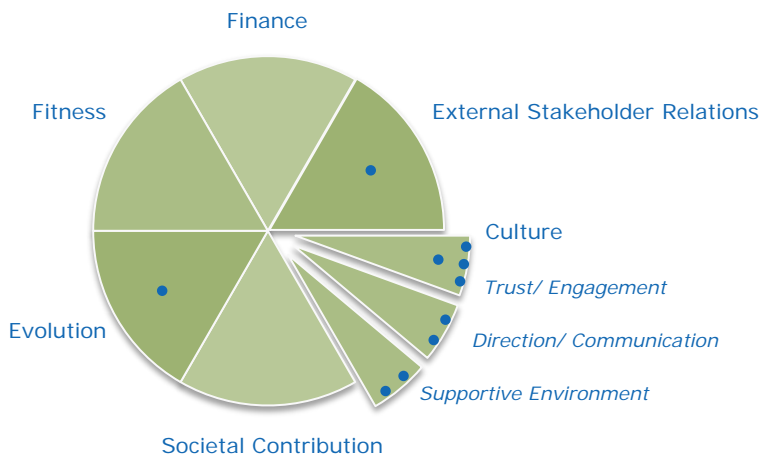


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Current Culture Values



Desired Culture Values



		Current Culture	Desired Culture
Finance		cost reduction (L)	
Fitness		bureaucracy (L) results orientation	
External Stakeholder Relations		customer satisfaction	customer satisfaction
Evolution		short-term focus (L)	continuous improvement
Culture	Trust/Engagement	accountability control (L) teamwork	accountability commitment staff engagement teamwork
	Direction/Communication	confusion (L) hierarchy (L)	information sharing open communication
	Supportive Environment		balance (home/work) employee recognition
Societal Contribution			



Consolidated Cultural Data – Local Government 2007-2014

VALUES JUMPS

A value jump occurs when there are more votes for a value in the Desired Culture than in the Current Culture. Listed below are the values with the largest increase in votes. The values in **bold** are represented in the Desired Culture.

VALUE	Percentage of Assessments
open communication	62%
employee recognition	60%
trust	43%
employee fulfilment	42%
honesty	39%
accountability	34%
balance (home/work)	34%
efficiency	34%
information sharing	33%
clarity	32%
coaching/mentoring	32%