

Webinar: The Impact of Cultural Context on Change Management

Cultural Dimensions of Change Management

| Cultural Dimension | | Score | | |
|--------------------|--|------------------|------------------------|--------------------|
| | | Low (1, 2, 3) | Medium (4, 5, 6, 7) | High (8, 9, 10) |
| 1 | Assertiveness - Describes the degree to which a person is able and expected to advocate his/her personal well being in relation ship to others. | | | |
| | Challenges: | | | |
| | Adaptations: | | | |
| 2 | Individualism versus Collectivism - Describes the degree to which people function more as individuals or as a collective community. | | | |
| | Challenges: | | | |
| | Adaptations: | | | |
| 3 | Emotional Expressiveness - Describes the degree to which people are allowed, expected and encouraged to display emotions and emotional states to others. | | | |
| | Challenges: | | | |
| | Adaptations: | | | |
| 4 | Performance Orientation - Describes the degree to which a person is rewarded for and expected to be innovative; the level of performance and continuous improvement expected. | | | |
| | Challenges: | | | |
| | Adaptations: | | | |

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| | | Low (1, 2, 3) | Medium (4, 5, 6, 7) | High (8, 9, 10) |
| 5 | Power Distance - Describes the degree to which power is distributed (equally vs unequally) with people at the bottom accepting their position. | | | |
| | Challenges: Adaptations: | | | |
| 6 | Uncertainty Avoidance - Describes a culture's tolerance for ambiguity and uncertainty. | | | |
| | Challenges: Adaptations: | | | |

What I plan to do differently to address the cultural context impact on change management: