



**TVRLS**

Talent Management & Organization  
Development

# CULTURE: Building The Organisational Muscle



## An Action-Oriented Workshop by TVRLS

Weekday Virtual Program commences on Jan 6, 2027

## Do You Know?

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What is the real meaning of “Culture eats Strategy for Breakfast”?

Is culture merely a shared way of doing something with passion, or is it something more?

How is culture diagnosed in an organization?

Who is responsible for building the organisational culture?

What is an OCTAPACE Culture?

What are the steps to be followed in building the desired culture?

Sundays 09:00 am to 12:00 pm (3 hours)

Discover the answers to all these questions through our workshop aimed at helping you demystify and develop the desired culture in your organization.

# Culture-the Key To A Strong Foundation

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**“Culture is like the wind. It is invisible; yet its effect can be seen and felt.”**

Bryan Walker, Partner and Managing Director, Ideo

An organisation’s culture is defined by the behaviours exhibited by all its employees. The most successful companies foster cultures that allow their employees to thrive and grow.

Culture consists of the values and beliefs that are articulated by the leaders and then communicated to all. It is a known fact that the culture sets the context for everything that the organisation does. Leaders in successful companies live the organisational culture every day and go out of their way to communicate their cultural identities to employees and prospective new hires alike. They are clear about their values and how those values define their organisation.

Culture varies from organisation to organization since there is no “one-size-fits-all” that can meet the differing needs of divergent industries. Reinforcement of the organisational culture happens through various methods, which establish employee perceptions, behaviours, and understanding.

# Program objectives

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**1** Deep dive into the significance of culture from an organizational perspective.

**2** Learn about the tools that can be used to identify the type of culture prevalent in one's own organization, with a focus on the OCTAPACE culture & values

**3** Explore strategies to build the desired culture

## Who will benefit the most from the workshop?

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CEOs, CXOs, CHROs, HRBPs, OD Professionals, Top and Middle Management Professionals

## INVESTMENTS

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- INR 16,000 per participant + GST 18% or as applicable.
- The course fee for International participants is US\$ 300.

## PROGRAM DATES

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January 6, 7, 8, 2027

Wednesday, Thursday, Friday

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Timings for the virtual classrooms  
**5.00-7:30 PM (2.5 hours)**

# Program Structure

## Day 1

### Vision, Values and Culture: Meaning and significance

- Understanding the meaning of Vision statement
- Elements of a Vision statement
- Defining Organisational Values
- Significance of Organizational Values
- Defining culture
- Significance of Organizational Culture

## Day 2

### Approach for Cultural diagnosis

- Approaches to Diagnosis: Interviews, observation, questionnaires, stories etc.
- OCTAPACE Culture
- Motivational Culture
- Exploring other dimensions of Culture
- Diagnostic feedback as a tool for culture building

## Day 3

### Building the Organization Culture

- The steps in developing culture
- Role of CEO and HR in developing organisational culture
- Importance of culture in SMEs and New Age Companies
- Culture renewals

### Workshop methodology

- Case studies
- Videos and presentations
- Questionnaires

# The TVRLS Advantage

1

Pioneer in the Country in 360 Degree Feedback & ADCs

2

Value-based solutions, which are business-driven and derived from organisational experiences.

3

Research-driven approach. Only Consulting Firm with its own publications, manuals and books focused on knowledge and learning. (HRD Audit, PMS and 360 Degree, etc.)

4

Passionate team of consultants from reputable institutes, IIMA, XLRI, NMIMS, with diverse backgrounds: Engineering, Marketing, Psychology and HR

5

Extensive experience of having worked with a variety of organizations including leading business houses in the country

6

Trademarked methodologies & Instruments (Psychometric Instruments, RSDQ Model of Leadership, HRD Audit 2500™ Scorecard RSBCM method for Competency Mapping)

# Other Programs by TVRLS

## Certificate Programs

1. Competency Mapping and its effective deployment
2. Designing & Implementing Assessment Development Centres
3. Strategic Performance Management Systems
4. Psychometric Testing
5. Designing and Developing Effective Training Programs
6. HRD Audit 2500™ Points

## Workshops

1. Competency-Based Interviewing with focus on BEI
2. Creating Individual Development Plans
3. Self-Discovery
4. Introduction to Coaching
5. Effective Mentoring
6. Design Thinking for innovation
7. Psychology Applied to Work Life
8. Working with Gen Z

Celebrating **30** Years of Consulting in the areas of 360 Degree Feedback System, Assessment Development Centres, Performance Management System, Competency Mapping, HRD Audit & Scorecard and other customised management development programs

## Contact Us At

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