



---

## Organisational Ethnography

The Organisational Ethnography Service provides an independent analysis of team and company culture. The aim of the service is to support organisational or team changes such as in mergers, acquisitions, reorganisations, and major projects.

The Organisational Ethnography Service applies techniques from anthropology to organisational culture. The service unobtrusively examines the language used within an organization and, if required, observes organisational behaviours. The service is particularly relevant when organisations are implementing major changes that bring together different organisational cultures or are implementing major change management programmes.

### The service

- Anthropologists review and analyse written communications
- Anthropologists can also observe, interact with, and interview staff to understand interactional culture
- Organisational and team cultures are identified and characterised
- Clashes between values and / or assumptions are identified
- Advice on communications and organisational practices are provided

### How it works

- Client engagement
- Client provides background on changes being undertaken
- Client provides access to materials and optionally staff
- An organisational culture review report is provided together with presentation and accompanying follow-up support