

Understanding Audit Firm Culture through the Lens of the Competing Values Framework

SHARED VALUES & BELIEFS TO GUIDE HOW WE THINK & ACT

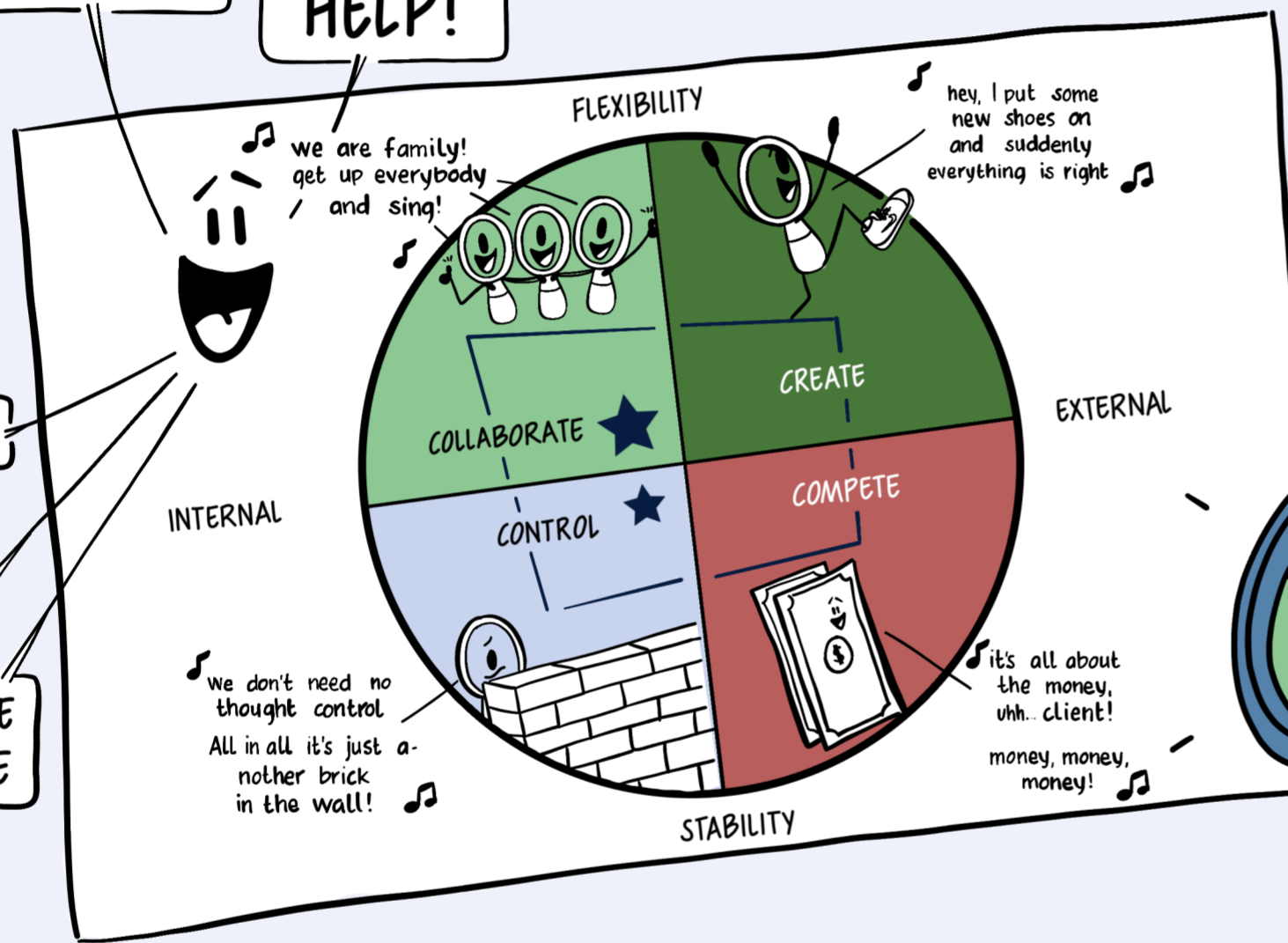
CREATING A STRONG ORGANIZATIONAL CULTURE CAN BE CHALLENGING...

...BUT: I CAN HELP!

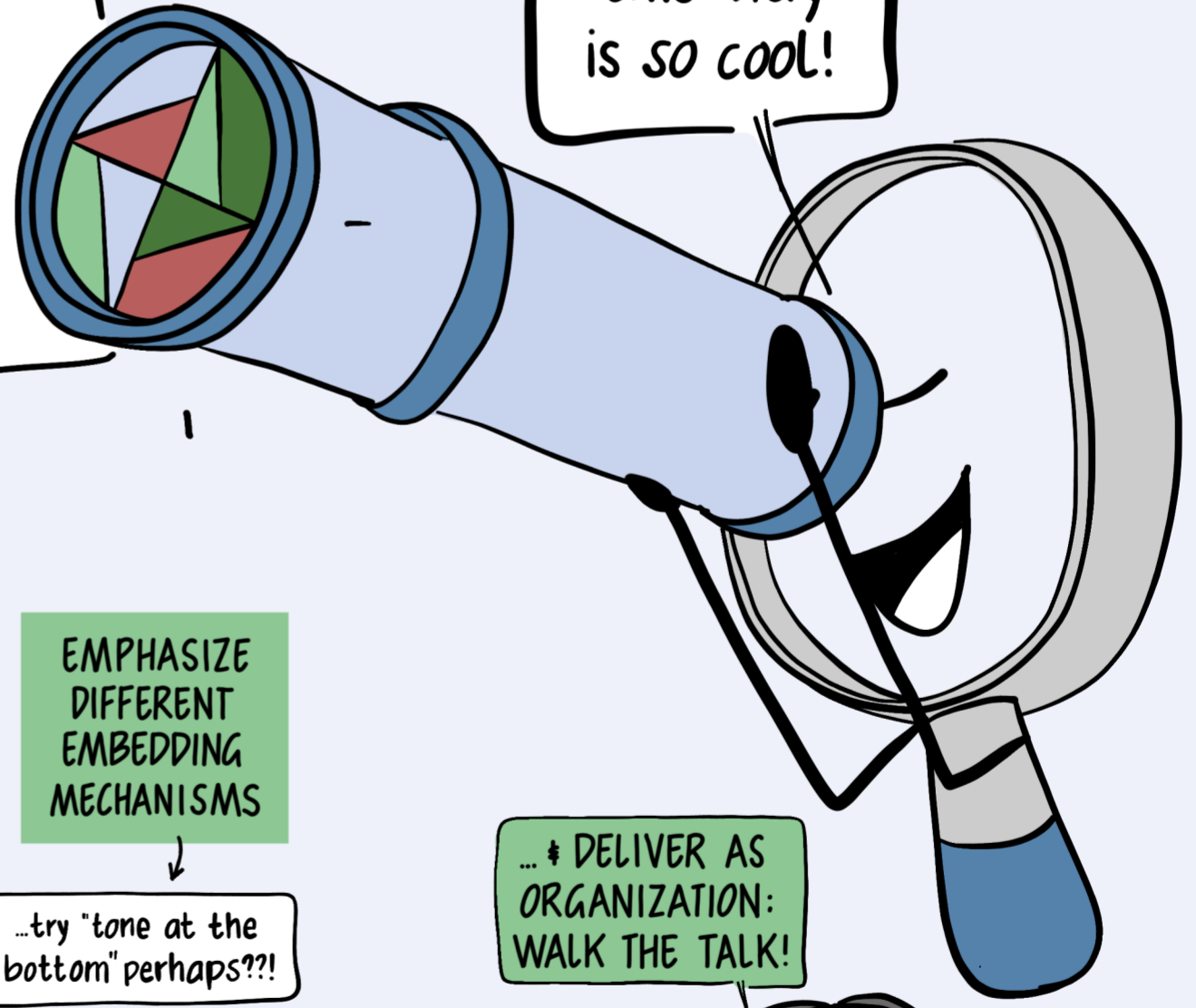
UNDERSTAND

DIAGNOSE

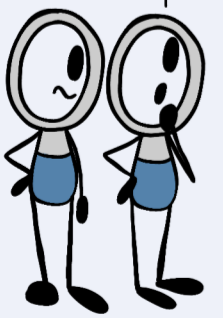
& CHANGE CULTURE



WOW! Diagnosing our culture this way is so cool!



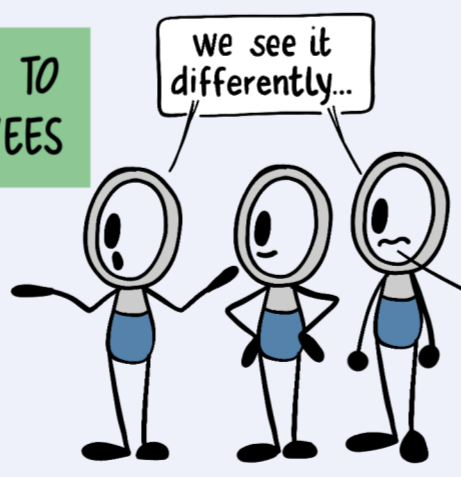
this is how our culture should be...



AUDIT PARTNERS

CLEAR COMMUNICATION & CONTINUOUS REINFORCEMENT OF DESIRED VALUES & BELIEFS IS IMPORTANT

LISTEN TO EMPLOYEES



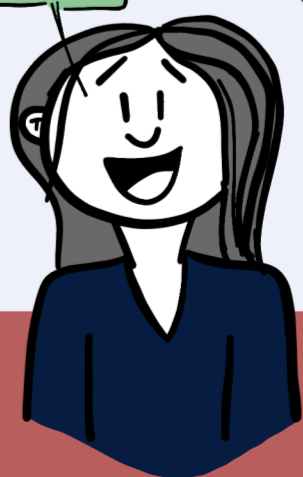
AUDIT TEAM

We see it differently...

EMPHASIZE DIFFERENT EMBEDDING MECHANISMS

...try "tone at the bottom" perhaps??!

... & DELIVER AS ORGANIZATION: WALK THE TALK!



Lena Pieper