Understanding Audit Firm Culture through the Lens of the BELIEFS TO GUIDE HOW WE THINK * ACT Competing Values Framework

CREATING A STRONG ORGANIZATIONAL CULTURE BUT: I CAN CAN BE CHALLENGING ... HELP! FLEXIBILITY hey I put some new shoes on WOW! and suddenly we are family! get up everybody everything is right 🞵 Diagnosing our culture CREATE this way EXTERNAL COLLABORATE T UNDERSTAND is so cool! COMPETE INTERNAL CONTROL DIAGNOSE it's all about We don't need no the money, **‡** CHANGE thought control uhh... client! All in all it's just a-CULTURE money, money, nother brick money! in the wall! STABILITY **EMPHASIZE** CLEAR this is how DIFFERENT COMMUNICATION our culture we see it EMBEDDING LISTEN TO should be... differently. \$ CONTINUOUS **MECHANISMS EMPLOYEES** REINFORCEMENT * DELIVER AS OF DESIRED ORGANIZATION: VALUES & BELIEFS ...try "tone at the WALK THE TALK! IS IMPORTANT bottom" perhaps??! Lena AUDIT PARTNERS AUDIT TEAM Pieper