IP BEST PRACTICES

Measuring Hidden Culture Dynamics

A best practice shared by Patrick van der Aa.

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Measuring Hidden Culture Dynamics

Accelerates culture change by making collaboration dynamics visible, measurable, and actionable, revealing the systemic patterns that shape behaviour and execution.

Key steps

Use Organizational Network Analysis to measure collaboration patterns across teams, either organisation-wide or across a selected group working on a shared objective.

Visualise systemic dynamics to depersonalise conversations and surface root causes rather than symptoms.

Identify Hotspots for Change: leverage points where targeted interventions have the greatest system-wide impact.

Measure the impact of interventions over time to support learning and continuous improvement.

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