

PCA™: building a high performance culture



Introduction

Blue Edge is the UK's market leader in assessing & diagnosing organisational culture and linking this to organisational goals.

Designed by Dr Paul Brewerton, Performance Culture Audit™ (PCA™) identifies the cultural enablers and barriers to sustained success in your organisation with pinpoint accuracy. In an independent review of culture profiling instruments, PCA™ received a 4 star rating (the highest score attained).

Used by dozens of organisations in the UK and Europe, PCA™ digs deeper than traditional employee surveys, making meaningful predictions about your organisation and providing real, relevant and actionable results. It provides absolute clarity on what needs to stay and what needs to change in order for your organisation to achieve sustained success.

Key benefits

- Possesses a powerful model based on years of research into high performing cultures
- Boasts unparalleled psychometric rigour to ensure absolute accuracy
- Is fully tailorable to your organisation
- Links organisational culture with performance
- Provides 'norm' comparisons with high performing organisations

- Produces actionable findings which will enhance organisational performance.

The model

The PCA™ model is based on many years of research and practice in the area of organisational culture.

Combining qualitative and quantitative approaches, PCA™ assesses the following performance-critical aspects of culture:

- Customer orientation
- Change & innovation
- Communication
- Recognition & reward
- Management style
- Teamworking
- Job characteristics
- Opportunity for development
- Pressure
- Trust
- Employee engagement.

Costs

Set-up, testing & administration = £8k
 Data analysis = £4k to £6k
 Report production & presentation = £4k

** Please note, the costs for PCA™ can vary depending on requirements*



Many leading organisations have used PCA™ to drive cultural change

