

J B Nicholls

Organisation Culture Specialist

Company Overview
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Welcome to jbnicholls.com. I'm a cultural assessment and change specialist. The company overview provides a summary of my strengths, experience, capabilities and approach. As a start-up, the approach is refreshing; based upon my core values of integrity, ingenuity and authenticity I bring an energy and honesty combined with pragmatic simplicity, oh and fun!

Cheers

Jim

Background



MSc Management & Human Resources
PGCE Adult, Higher & Further Education
BA (Hons) Business Management

25 years of developing
organisation cultures,
teams and people

Capabilities

Not-for-profit, Public & Private Experience



CULTURAL ASSESSMENT & CHANGE

Cultural Audit
Cultural Change
Mergers & Acquisitions
Digital Change Programmes
Engagement & Communications
Leadership & Management Cultures
Team Cultures

Strengths



Integrity – do the right thing



Ingenuity – find new ways



Authenticity – driven by values

Expertise and track record

What I do

Cultural Audit
Cultural Change
Mergers & Acquisitions
Digital Change Programmes
Engagement & Communications
Leadership & Management Cultures
Team Cultures

Where I've applied it

Boards
Leadership Teams
Operational Teams
Back office functions – IT, Finance, HR, Contact Centres
Supply Chain and Fulfilment Services

With which organisations



With what results

Doubling of the HR Divisions engagement score within three months

15% improvement change readiness scores within 6 months

New behaviour model adopted for B2B partnering

Organisation reviews saving 10% people costs

Organisation design for growth doubling headcount

Why culture?

- ✓ Performance
- ✓ Productivity
- ✓ Innovation
- ✓ Agility
- ✓ Competitiveness
- ✓ Engagement & Retention

So-so Culture: £11k in
lost productivity annually
per employee
(Porath & Pearson)

Effective Culture:
20-30% improved results
(Kotter & Heskett)

Toxic:
Bullying: 40%
productivity
decrease
(Sutton)

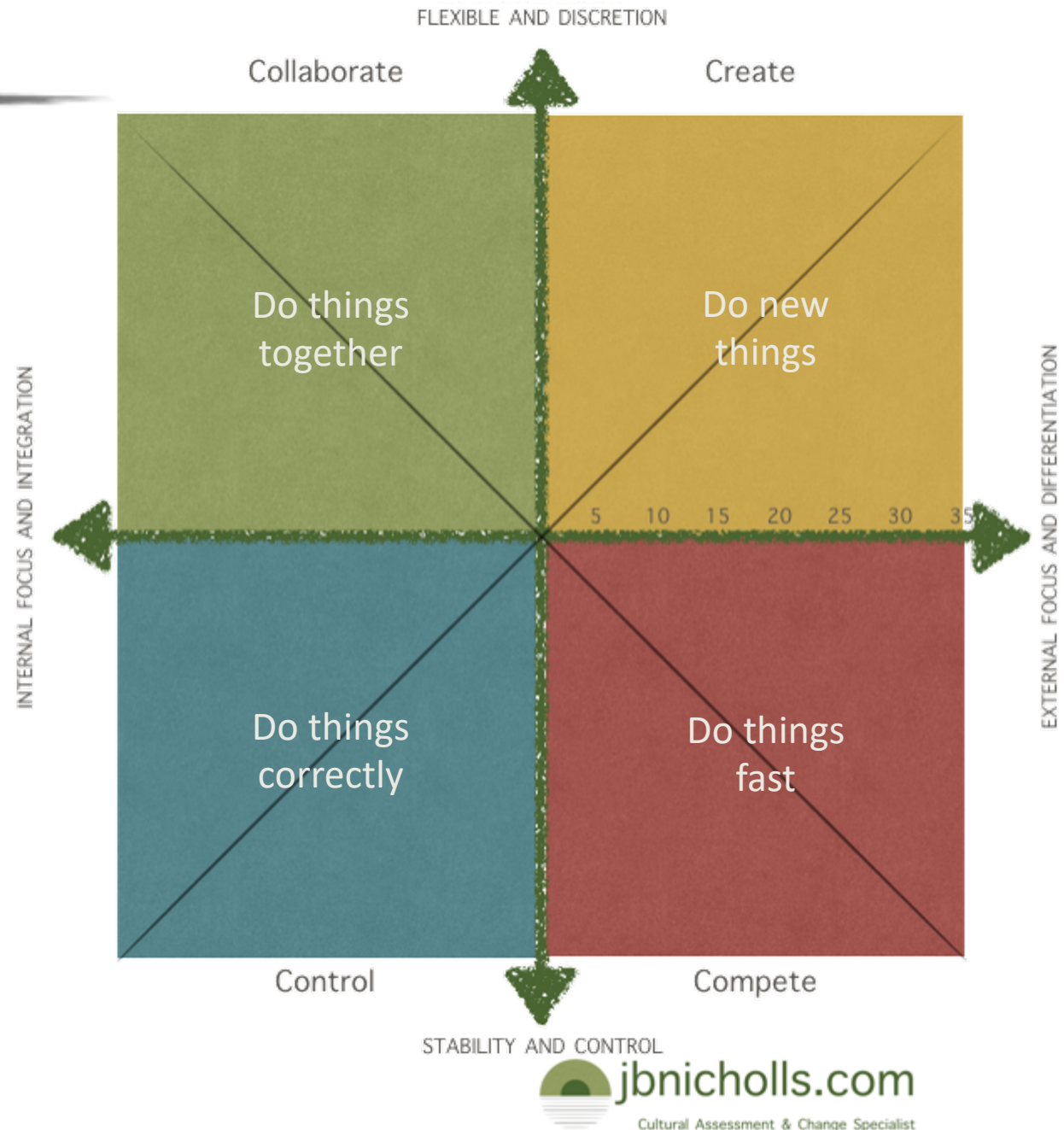
Positive Culture:
40% higher
performance
(Cameron)



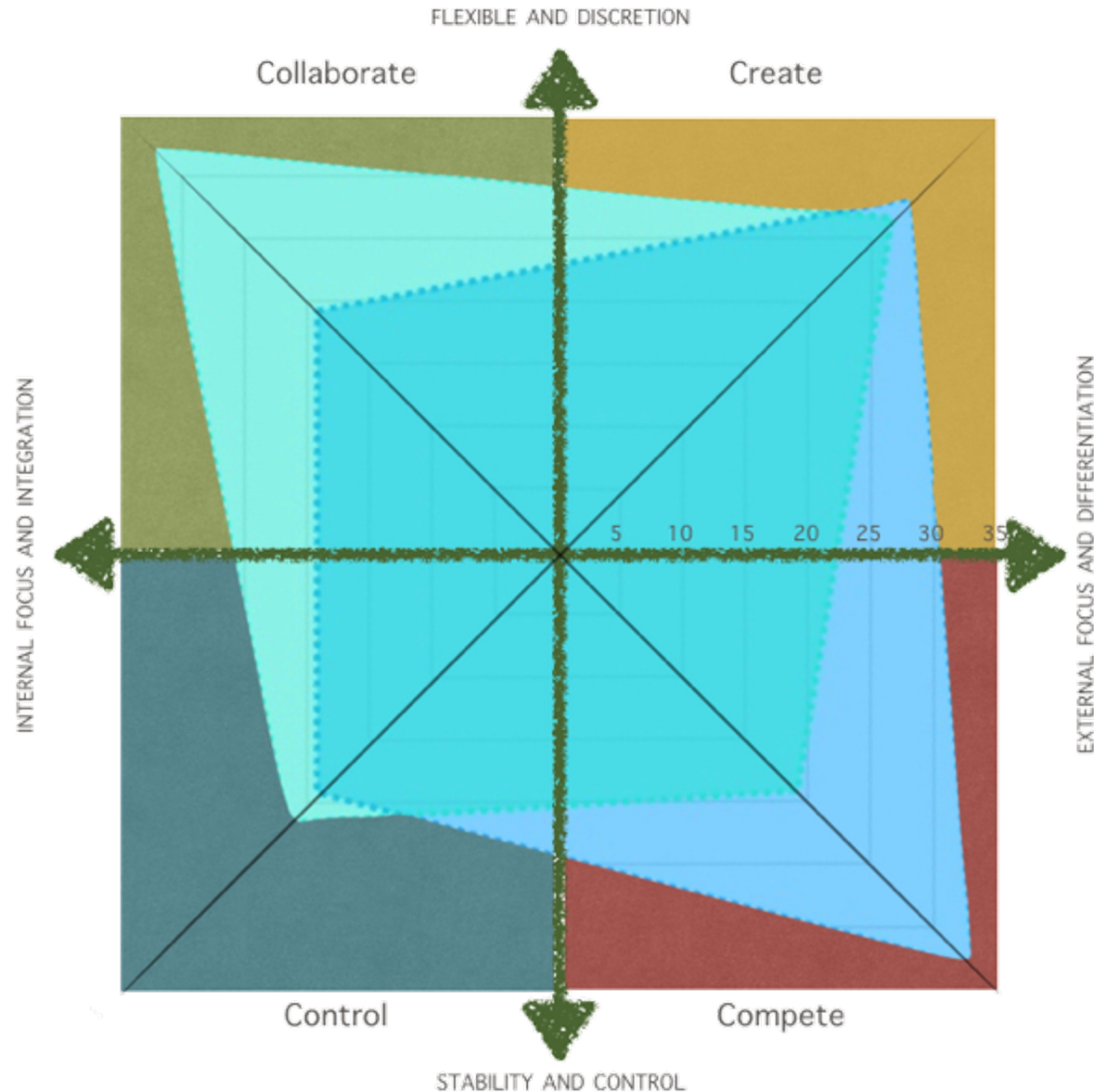
Approach

The Competing Values Framework:

- ✓ Globally used framework
- ✓ Over 10,000 companies in 30 years
- ✓ Validated by research - Kim Cameron & Robert Quinn, University of Michigan
- ✓ Aligns to Insights DISC and Myers Briggs Assessments



Approach - Competing Values Framework



3 Step - Cultural Improvement Plan

1. Diagnosis

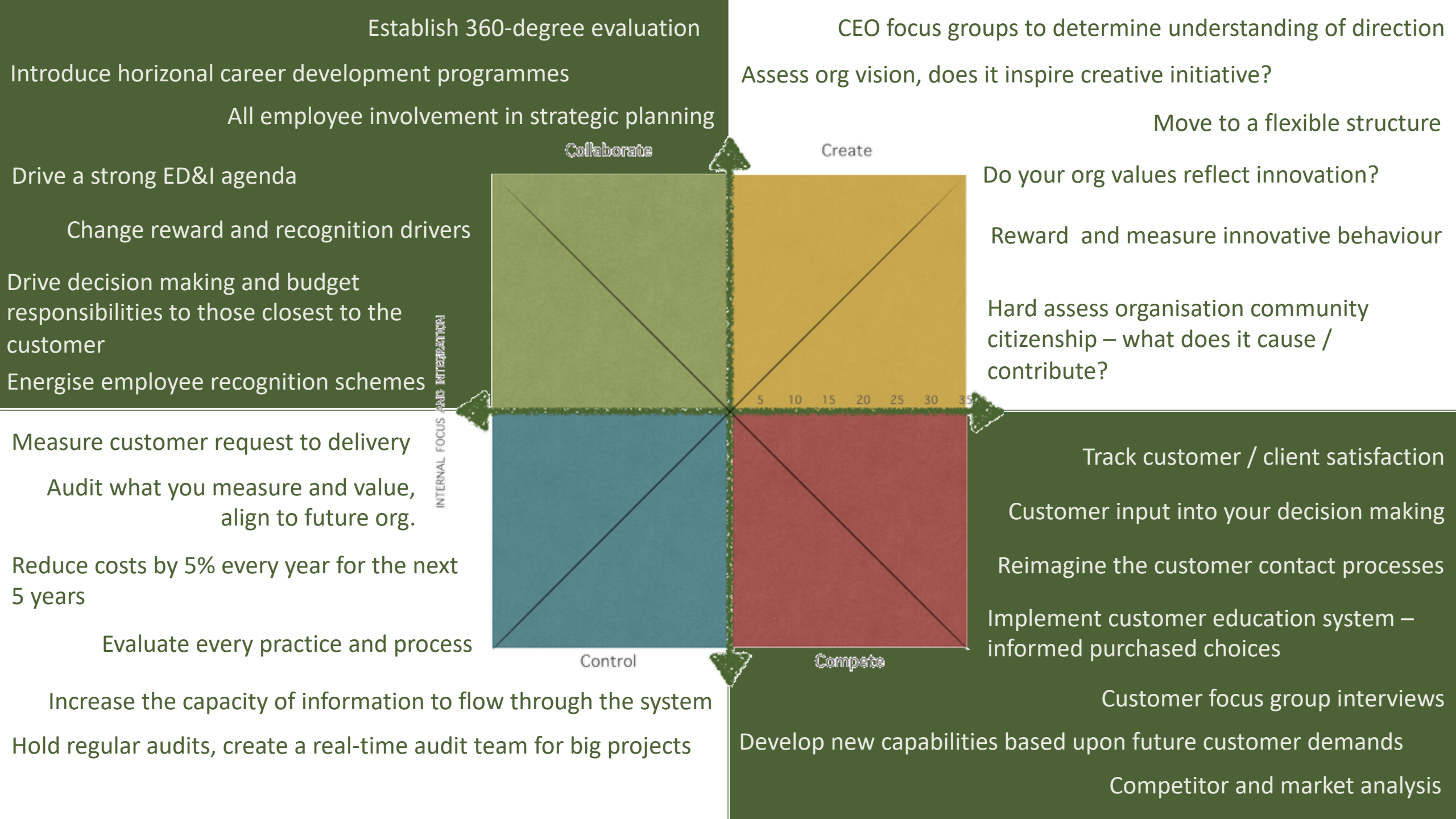
- ✓ Engagement and consensus

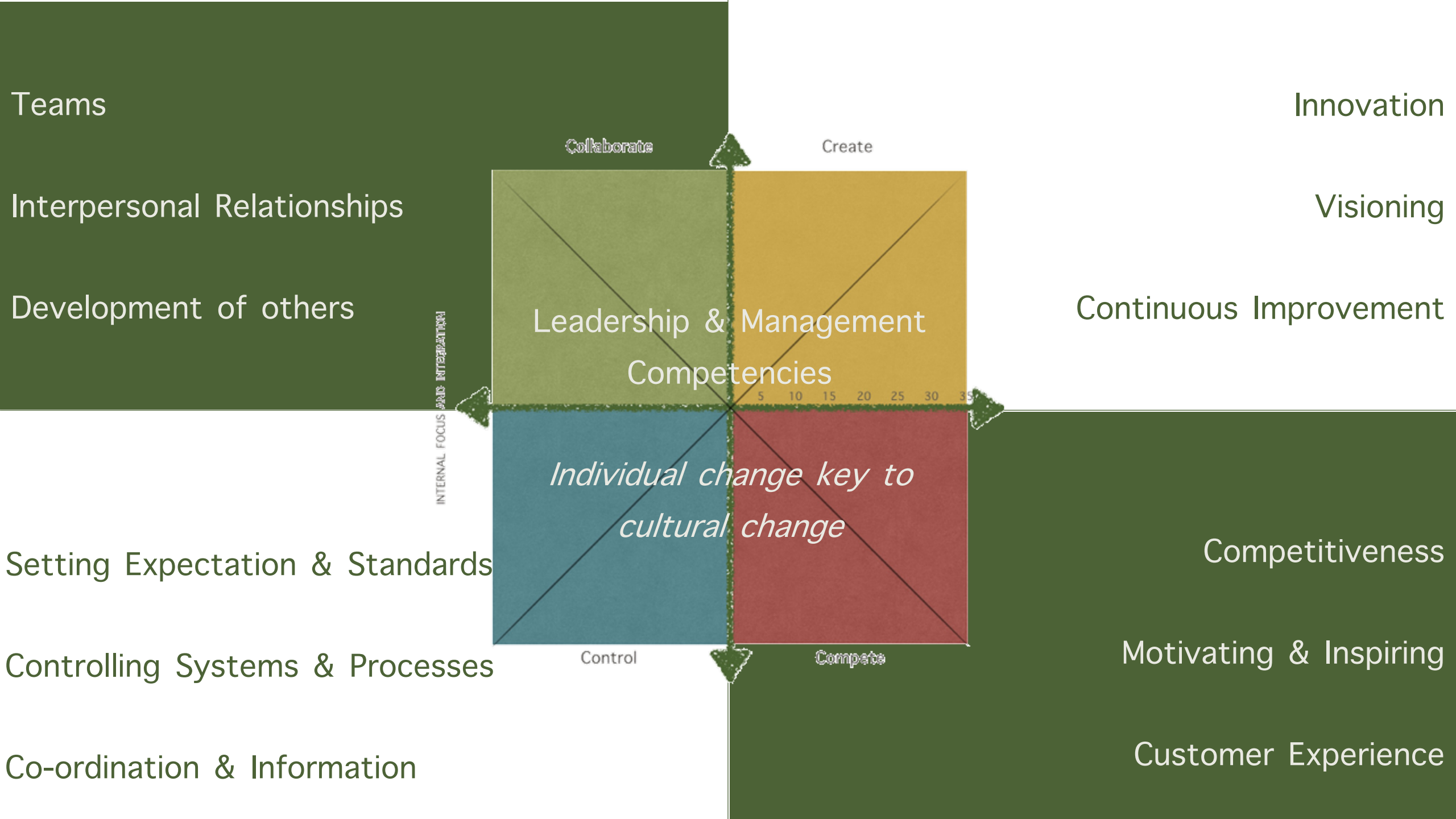
2. Interpretation

- ✓ Defining what this means for your organisation

3. Implementation

- ✓ Enterprise understanding and individual accountability





Links

✓ jbnicholls.com

✓ ocai-online

