

The Hofstede Multi-Focus Model on Organisational Culture

We define Organisational Culture as the way in which the members of an organisation **relate to each other, their work, and the outside world** in comparison to other organisations. Your organisational culture can either **enable** or **hinder your strategy**.

The Hofstede Multi-Focus Model was further developed by itim International founder, Bob Waisfisz, and is **based on research** by Geert Hofstede. It consists of eight dimensions:

- D1 Means-oriented vs. goal-oriented
- D2 Internally driven vs. externally driven
- D3 Easy-going work discipline vs. strict work discipline
- D4 Local vs. professional
- D5 Open system vs. closed system
- D6 Employee-oriented vs. work-oriented
- D7 Degree of acceptance of leadership style
- D8 Degree of identification with your organisation

Learn more about the organisational culture model with our application:
geert-hofstede.com/culture-and-strategy.html

The Hofstede Multi-focus Model is a strategic tool aimed at helping organisations by visualising:

