

# Best Practice

**Service:** Consulting  
**Solution Suite:** Business Development  
**Best Practice:** Cultural Diversity/Awareness

## Overview

AMS deploys solutions based on customized industry and experiential best practice. Our team of executive level consultants will work with your organization to craft the best implementation of any service, solution suite and correlating best practice. This holistic approach to creating business solutions will render high value ROI, continuity and embedded value.

Organizational culture is a type of organizational analysis that is borrowed from the field of anthropology. It first was described as an organizational unit of concern in 1979. In the short time since culture and its relevance to organizational systems have been matters of academic and professional concern, many books and articles have been written to define and describe the nature of organizational culture. To date, no single universally accepted definition exists; however, the term organizational culture generally is accepted as referring to the shared meanings, beliefs, and understandings held by a particular group or organization about its problems, practices, and goals.

AMS has assembled a team of leading executive level practitioners that facilitate our consulting and training programs associated with organizational culture. AMS has participated in Organization Development, Change and Culture projects with clients internationally. Our teams have the experience and depth needed to address your most demanding challenges.

The concept of organizational culture is often misunderstood and confused with the related concepts of climate, ideology, and style. Culture can be defined in terms of:

- Overt organizational behavior
- Organizational ideology and philosophy
- Group and organizational norms
- Espoused organizational values
- Policies, procedures, and rules of socialization
- Climate

Organizational cultures evolve from the social practices of members of organizations and are, therefore, socially created realities that exist in the heads and minds of organizational members as well as in the formal rules, policies, and procedures of organizational structures. Culture is an ongoing process of reality construction, providing a pattern of understanding that helps members of organizations to interpret events and to give meaning to their working worlds.

AMS can help your organization, change, stabilize and/or modify the norms by which the culture is back dropped. Our change agents will craft a plan to reengineer the culture or help to align it via goal/value analysis.

AMS can customize any best practice to fit your organizational needs.

