

Organizational Culture and Climate

Culture is not what an organization says. Culture is what people consistently experience. This practice area helps organizations understand and shape that experience at scale.

WHERE THE ALIGNMENT GAP APPEARS

The distance between what is intended
and what is experienced.

CULTURE DRIFT

Values stated at the leadership level are not modeled or reinforced in daily behavior. The gap between declared and lived culture widens silently.

DECISION MISALIGNMENT

Decisions made at the top are interpreted and filtered differently at every level below. Strategy and execution drift apart.

LEADERSHIP SYSTEM GAPS

Individual leaders may be capable, but they operate without a shared language or accountability structure. Results stay inconsistent.

CHANGE FATIGUE

Repeated transformation efforts without embedded behavior change have conditioned teams to wait out initiatives. Trust in change is low.

THE DAS APPROACH

01

DIAGNOSE

Surface alignment gaps between leadership behavior and lived experience.

02

ARCHITECT

Design a leadership system aligned to your strategy and the gaps identified.

03

INSTALL

Deploy through cohorts, coaching, and structured interventions.

04

SUSTAIN

Embed measurement and reinforcement so the change does not depend on extraordinary effort.

OUTCOMES

- ✓ Leadership behavior aligned to stated culture and strategy
- ✓ Shared leadership language across the organization
- ✓ Reduced misalignment and hidden operational cost
- ✓ A culture capable of sustaining performance through change

ASSESSMENT SUITE

PRE-ENGAGEMENT, THIRD-PARTY INSTRUMENT

Culture and Climate Organizational Assessment

The diagnostic that opens every engagement. Maps the gap between stated culture and the lived experience of employees across the system.

“ *Develop into a more effective leader for your people and your culture.* ”

Dr. James Areago

Liberty Mutual Insurance

THE PRACTITIONER



Darryl Smith

Founder and CEO

30 years of enterprise leadership transformation work. **Senior Client Partner, Korn Ferry, 19 years.** Architect of the Leadership Threshold Practice. Partners with FMG Leading. Certified: IDI Qualified Administrator, Enneagram, CharacterGPS®, APCT, Executive Coach, Georgetown Power and Influence.

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THE DAS PROMISE

We promise to help you see more clearly, challenge with care, and tell the truth with respect.

Is your culture saying one thing while leadership behavior does another?

Let's map the gaps in your organization and build the case for closing them.

START THE CONVERSATION

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