



AFTER THE BRIDGE ECOSYSTEM AUDIT

From cultural insight to a living culture

A clear picture of what shapes culture gives every people decision a stronger direction.

STRUCTURED METHOD

TAILORED APPLICATION

ONE CONNECTED CULTURE PLAN

Every layer reinforces the culture the organisation wants people to experience.

THE STARTING POINT

The Bridge Ecosystem Audit

The Bridge Ecosystem Audit creates an independent, evidence-led picture of the culture people are experiencing now and the connected conditions producing it.

IT CONNECTS THE WHOLE PICTURE



A CLEAR METHOD, TAILORED TO THE CLIENT

- 01 **DISCOVER** evidence and context
- 02 **LISTEN** lived experience
- 03 **MAP** connections and patterns
- 04 **ALIGN** shared priorities
- 05 **DIRECT** a practical route forward

THE RESULT

An agreed report, Culture Ecosystem Map, clear priorities and practical direction.

What it drives next

The report becomes a common reference point. Each decision can be designed around the same evidence, the same employee experience and the same desired culture.

FROM FINDINGS TO ACTION

01

INTERNAL COMMUNICATION

Built around employees' expectations, using messages, channels and language people can recognise and trust.

02

LEADERSHIP DEVELOPMENT

Builds the behaviours and confidence leaders need to drive, support and thrive within the culture.

03

VALUES-BASED RECRUITMENT

Brings in people whose choices, contribution and behaviours will feed the desired culture.

04

REWARD AND RECOGNITION

Recognises what matters and energises the contributions and behaviours the culture needs more of.

05

ONBOARDING AND PROGRESSION

Carries the culture from the first day through learning, development and career movement.

06

PERFORMANCE AND WAYS OF WORKING

Aligns expectations, decisions and everyday systems with the desired culture.

07

EMPLOYEE-LED CULTURE MAINTENANCE AND EVENTS

Gives employees a visible role in keeping culture alive through ownership, feedback, shared activity and events.



The report is not the end point. It becomes the shared foundation for shaping what happens next.