

BUILT BY BRIDGE

Bridge Ecosystem Audit

A clear, independent view of the culture people experience and what is creating it.

Culture is the invisible force behind engagement, performance, accountability, communication, trust, retention, customer experience and leadership effectiveness. It is experienced in how people communicate, collaborate, make decisions, respond to pressure and translate purpose and values into everyday behaviour.

Bridge views culture less as a collection of initiatives and more as a living ecosystem. Values, surveys, wellbeing programmes, recognition, leadership forums and communication channels do not shape culture simply because they exist. Their influence depends on how credible they feel, how people interpret them and whether other parts of the organisation reinforce, dilute or contradict them.

The Bridge Ecosystem Audit brings employee voice, organisational evidence, systems, behaviour and outcomes into one connected picture. It maps what is working, where experiences differ and what is producing those differences, creating an independent real-time snapshot that leaders and employees can recognise and use. It also compares intended, perceived and demonstrated culture, showing where purpose and values are being lived and where experience has drifted from intention.

Culture is the outcome

Most culture reviews begin by asking what the culture is. Bridge begins by asking what is creating it. That means looking at leadership behaviour, communication, trust, relationships, governance, systems, working conditions, performance expectations, informal influence and the choices people make each day.

What it examines

Leadership and influence

How leadership, authority, decisions and accountability are experienced.

Employee voice and communication

How information moves, whether people can contribute and what happens when they do.

Relationships, trust and safety

The strength of working relationships and whether people can be honest, question and challenge.

Systems and environment

How workload, processes, resources, recognition and the working environment affect daily experience.

Evidence and behaviour

What surveys, workforce information, performance measures and everyday actions show together.

Microcultures and lived experience

Where experiences differ between teams, locations, professions or levels of seniority.

THE METHOD

Structured methodology, flexible application

Each Bridge Ecosystem Audit follows the same six-stage discipline. The scale, methods and points of participation are then shaped around the organisation's size, workforce, structure, existing evidence and current circumstances.

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| 01
Establish the evidence
Review what already exists and identify where further enquiry is needed. | 02
Listen broadly
Create appropriate ways for people across the organisation to contribute. | 03
Explore in depth
Understand what sits behind the evidence and where experiences differ. |
| 04
Test and connect
Compare sources and examine how different influences connect. | 05
Map and synthesise
Bring the findings into a Culture Ecosystem Map and a clear account of the culture now. | 06
Create practical direction
Set priorities and recommendations linked to what is producing the culture. |

What the organisation receives

Culture Ecosystem Map

A visual map of the significant influences and connections shaping culture.

Bridge Ecosystem Audit report

Clear findings on strengths, differing experiences and cultural patterns.

Prioritised recommendations

Practical direction linked to the evidence, not a list of disconnected initiatives.

A route into action

A shared basis for leadership decisions, communication and wider engagement.

The difference

The Bridge Ecosystem Audit turns separate information into a culture employees recognise and leaders can use. It helps the organisation protect what works, understand what is driving different experiences and focus action where it can have the widest effect.

Speak to Bridge**info@insidebridge.com**

Visit the Built by Bridge section at insidebridge.com