**Template: Our culture scan**

Culture is a whole system of knowledge, beliefs, traditions and customs, ideas, values, powers, laws, rules and meanings, which are more or less shared by the members of a society or group. These elements underlie, and are expressed in the way members of a society or group live.

Organisations have a culture as well. Not surprisingly, each society, group or organisation may have different culture-based ways of practising their governance.

In this section you can identify important similarities and differences in the cultures that might affect your governance.

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| **local group or community** | *Write a brief description of the important cultural groups and issues in your local community that are likely to have an effect on your governance.*  *For example, are there several different cultural groups or are people all closely related? Are there different languages and land-owning groups that need to be accommodated in your communication strategies? Have other Indigenous families or groups resettled in the community? Are there different cultural rules and values of governance? Are there conflicts over governance in the community or group?* |

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| **Organisation** | *Write a brief description of the internal culture of your organisation.*  *An organisation’s culture has to do with its collective values, codes of behaviour, valued traditions and shared views about its purpose, vision and accountability. People sometimes refer to it as the ‘personality’ of the organisation.*  *For example, is your internal culture strong and resilient? Is there a shared commitment to your goals and values? Do people work well together and value each other’s opinions and contributions? Is there internal tension or conflict?* |

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| **other organisations** | *Are there other Indigenous organisations in your community or region? Write a brief description of the cultures of those other organisations. Are they similar to your organisation’s culture or not? What are the relationships like between your organisation and these other organisations, and between your leaders and managers and theirs?* |

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| **public sector** | *Write some notes on the cultural values and rules of the key government organisations or agencies that you deal with in your community or region. What are the main differences between your organisational culture and theirs?* |

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| **private sector** | *Write some notes on the cultural values and rules of the key private agencies that you deal with face to face in your community or region. What are the main differences between your organisational culture and theirs?* |

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| **governance implications** | *What are the implications of the cultural context that you’ve outlined above in terms of implementing your governance development plan? Are there aspects that might affect, assist or pose a threat to your governance development initiatives?* |