

PURPOSE & DIRECTION

Culture Change Consultancy

We help organisations create culture change that genuinely lasts - by working with the patterns, connections, and practices that shape how your organisation actually works.



CONTEXT

You want a culture where people do their best work. We help you create the conditions where that happens naturally.

It is the patterns that determine whether people collaborate or protect their territory. Whether knowledge flows freely or gets hoarded. Whether change feels natural or gets resisted at every turn.

You cannot change culture by talking about culture. It shifts when you change the conditions it grows from - how decisions get made, how people connect to purpose, how capability develops, how work actually flows.

We help organisations where...

You're working to build a culture that genuinely reflects what your organisation stands for. That takes more than programmes - it takes a different approach.

You want values that shape how people actually work together

We help you connect purpose to daily practice - so it lives in decisions, not just on walls

You want people who feel genuine ownership over the culture they're creating

We help you build change from the inside out - designed with people, not done to them

You want change that builds on what's already working

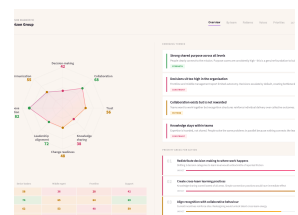
We help you see the strengths in your system and grow from there

You want to keep developing your culture long after we're gone

We help you build the internal capability to keep evolving independently

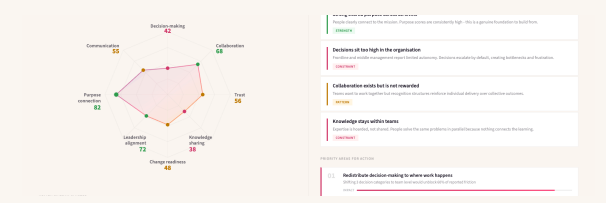
Why culture can't be changed in isolation

Culture grows from the patterns, connections, and rhythms of how your organisation actually works. It comes from how decisions get made, how knowledge flows between teams, how people connect to purpose, and how innovation is encouraged. It is not separate from these things - it emerges from them.



Four connected areas of work

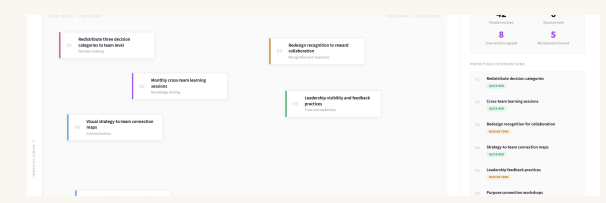
Every organisation is different, so every culture change journey is different. But our culture change consultancy typically moves through four connected areas - understanding where you are now, designing practical changes with your people, making those changes real, and building your capability to keep developing independently.



01 Understand

Before anything changes, you need a clear and honest picture of where you are now. Not a tick-box audit or a generic engagement survey, but a proper exploration of how your organisational culture actually works - the patterns, strengths, and dynamics that shape daily working life.

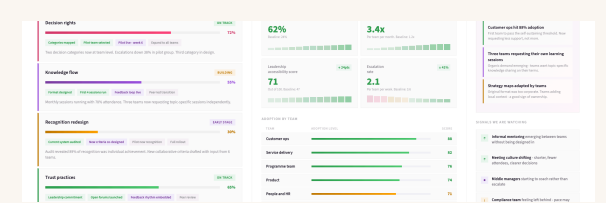
A clear picture of your organisational culture with agreed priorities for where change will have the greatest impact - and genuine shared understanding across your leadership team about what is really going on and where to focus energy.



02 Co-design

Culture change works when the people who live with it every day help design it. We facilitate collaborative sessions where your teams identify what needs to shift and develop practical approaches that fit your specific context.

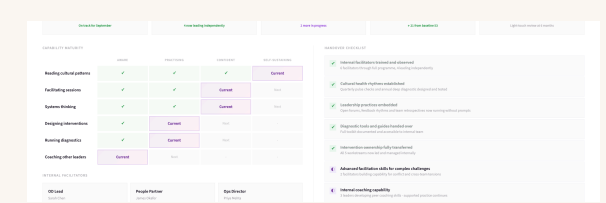
Practical, context-specific changes designed by the people who will make them work - with genuine ownership rather than top-down imposition.



03 Implement

Good ideas do not change organisations - new practices do. This is where many culture change programmes fall short. They design well but struggle to move from plan to practice.

Transformation that embeds into daily reality rather than sitting in a strategy document - with the messy, human work of making it happen properly supported throughout.



04 Build capability

Our goal is to make ourselves unnecessary. The whole point of lasting culture change is that your organisation can sustain and develop it independently - without needing external consultants to keep things on track.

Internal capability to steward your own organisational culture - so you are building something that grows stronger over time, led by your own people, without depending on external consultants.

| | | | |
|--|--|--|---|
| <p>4x</p> <p>higher retention SHRM 2024</p> | <p>23%</p> <p>higher profitability Gallup</p> | <p>2.2%</p> <p>higher ROE Deloitte 2024</p> | <p>21%</p> <p>higher productivity Gallup</p> |
|--|--|--|---|

OUTCOMES

What becomes possible

Organisations we have partnered with through our culture change consultancy describe something that is hard to put into a programme summary but easy to feel. The conversations are different. Teams that used to work around each other start working with each other. People raise things earlier because they trust something will happen.

Make decisions that stick Because the decision-making patterns themselves have changed, not just the people making them

Resolve tensions earlier Because people understand the system they are part of and can see where friction is coming from

Adapt without crisis Because change capability is built into how the organisation works, not bolted on as a programme

Develop their own culture Because they have the tools, skills, and understanding to keep evolving without external help

Connect daily work to purpose Because purpose is woven into how things actually happen, not displayed on a wall

This is not about creating a perfect culture. It is about creating an organisational culture that can keep learning, adapting, and improving - led by the people inside it.

Ready to explore what this could look like for your organisation?



hello@mutomorro.com
mutomorro.com

London
86-90 Paul Street
London EC2A 4NE

Glasgow
15 Candleriggs Square
Glasgow G1 1TQ

