

## Abstract

*This paper explores the concept of culture, its dimensions and elements, across two very different nations, Australia – a nation rich in natural resources and Liechtenstein – the nation with the highest Gross Domestic Product per person in the world.*

*This paper provides a comparison at the national level of the key characteristics of both countries which in turn defines the context within which organisations operate and develop their own culture.*

*Drawing on a broad range of literature on organisational culture, this paper then seeks to define the common organisational culture elements in each country and identify where these are consistent or contrasting.*

## Author's Note:

*In addition to Australia, the comparator country for this paper (Liechtenstein) was chosen for three main reasons.*

*Firstly, the Author has a family association with Liechtenstein and has visited the country on several occasions.*

*Secondly, whilst Liechtenstein is not a country that attracts significant attention in Australia, however its stark contrast to Australia, which will be explored in this paper, provides an ideal opportunity to consider organisational culture – its origins and effects. The Author sees this breadth of perspective as valuable in developing an understanding about this topic.*

*Finally, Liechtenstein has the highest Gross Domestic Product per capita in the world (Central Intelligence Agency, 2017), given this ongoing economic success, the Author wants to explore if there are any lessons that can be learnt about the culture of organisations in Liechtenstein that contribute to this success.*

