

UT's Organizational Culture

Organizational Culture

Elements of Organizational Culture

- Assumptions
 - Unstated beliefs about relationships, human nature, truth, the environment, universals
- Values
 - Reflect what an organization feels it ought to do
- Symbols
 - Language, Stories and Myths, Rites and Rituals, Written Materials, Metaphors, Dress and Physical Appearance, Buildings, Products, Technology, Heroes and Villains, Logos, Office Decor

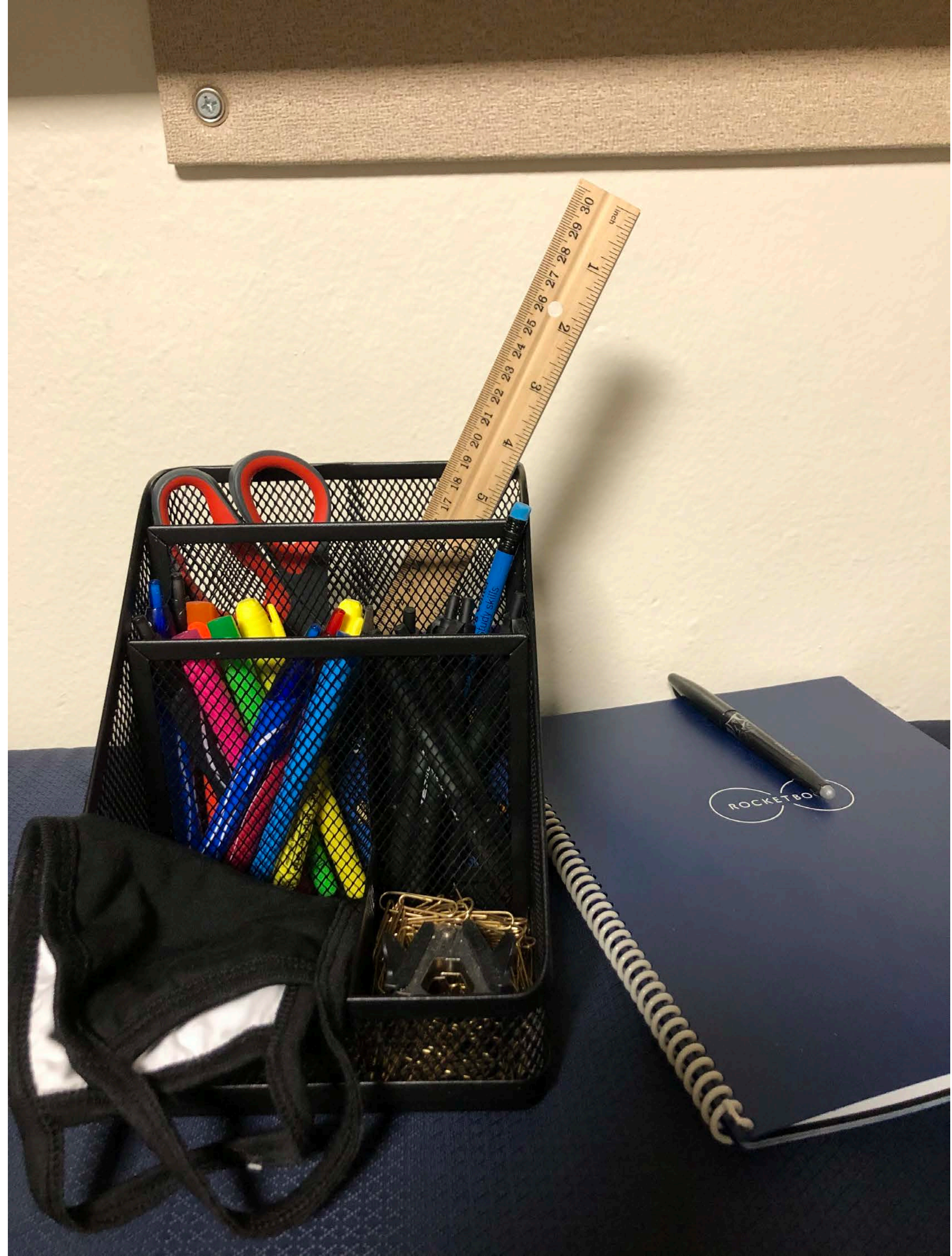
Creating and Shaping Culture

- Primary Mechanisms
 - Giving Attention
 - Reactions to Critical Incidents
 - Resource allocation
 - Role Models
 - Rewards
 - Selection
- Secondary Mechanisms
 - Structure
 - Systems and Procedures
 - Rites and Rituals
 - Physical Space
 - Stories
 - Formal Statements

Investigating Culture

- What relationships are described? (people, places, ideas)
 - What do these relationships look like?
 - Anything missing? Not said? Left Out?
- What language is used?
 - Anything missing? Not said? Left Out?
- What are the key stories? Rituals? Metaphors?
 - Heroes? Villains?
- What are the stated values?
 - Anything missing? Not said? Left Out?

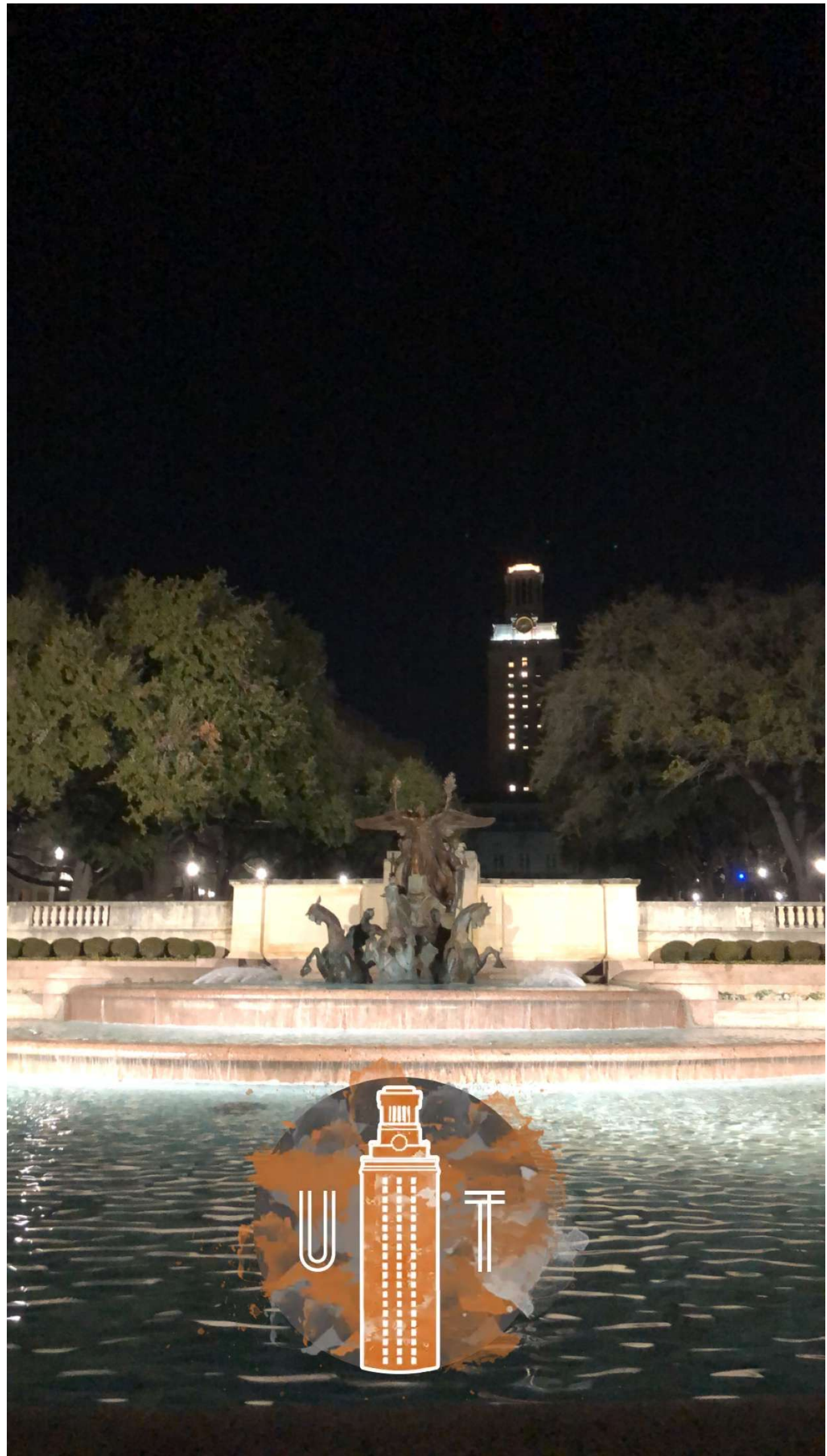
























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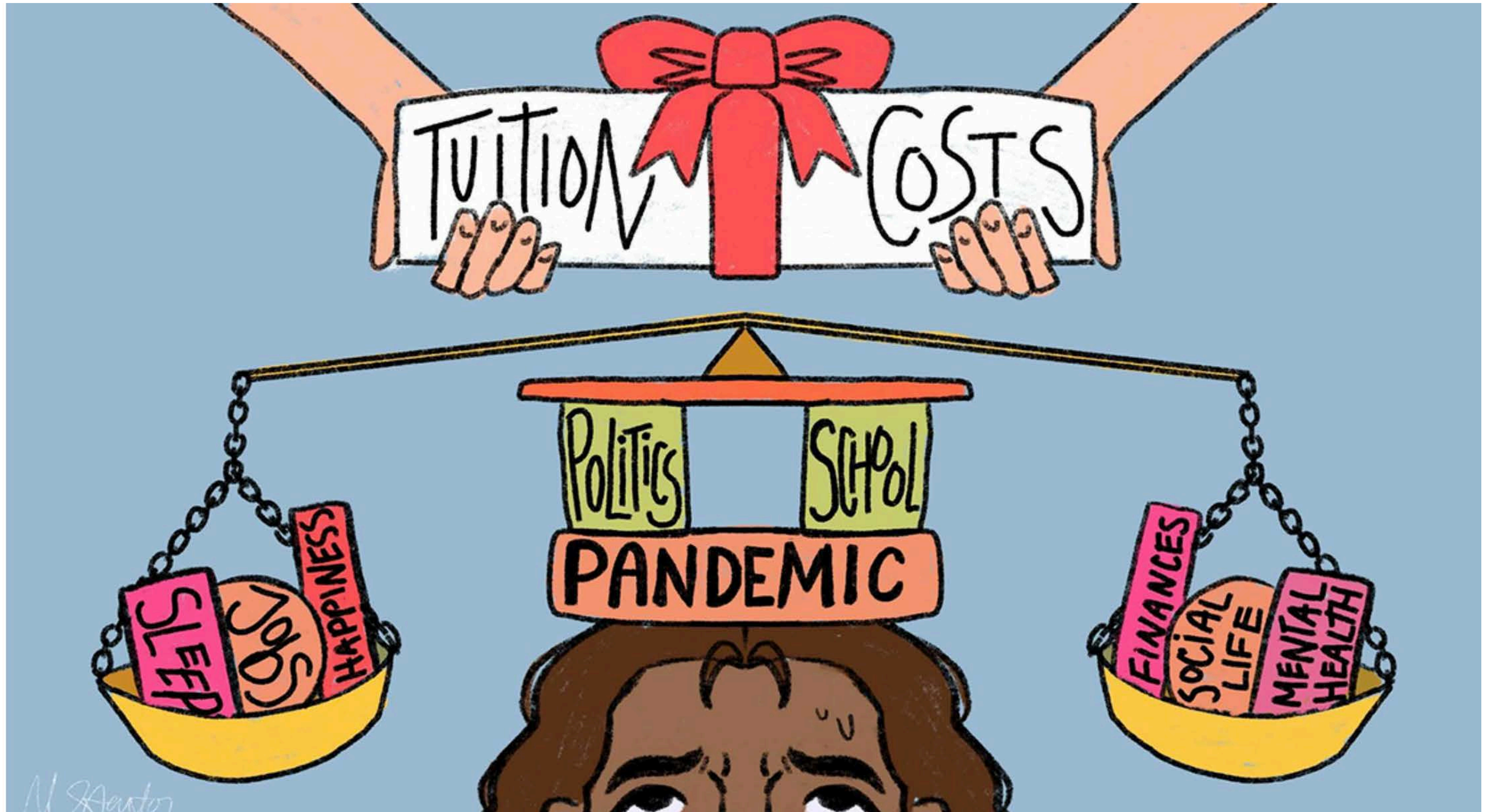


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WARNING: SHOULD'NT LITERALLY BE A GUN-FREE ZONE (That's kind of how it works!)



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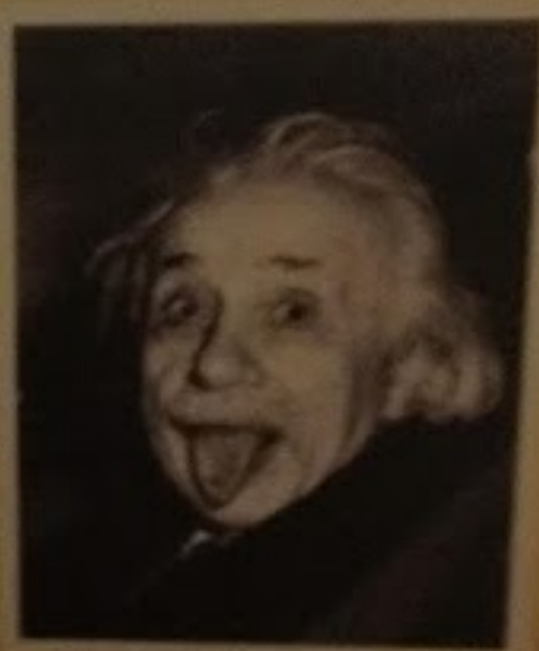
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