

Organizational culture Case study analysis

Objectives:

- Understand how organisational culture is formed and sustained.
- Analyse the impact of leadership on organisational culture.
- Develop the ability to critically evaluate different organisational cultures and their alignment with strategic goals.

Requirements: Each group listen a podcast about a company and analyze the organizational culture of the company assigned.

Company	Link of podcast	Group
Netflix	How Netflix Reinvented HR with Patty McCord https://podcasts.apple.com/us/podcast/how-netflix-reinvented-hr-with-patty-mccord/id1479056889?i=1000498319125	1, 2
Pixar	The Creative Power of Misfits https://podcasts.apple.com/us/podcast/the-creative-power-of-misfits/id1346314086?i=1000431105765	3, 4
Shopify	Tobi Lütke: The Trust Battery https://podcasts.apple.com/us/podcast/41-tobi-l%C3%BCtke-the-trust-battery/id290149481?i=1000419969676	5
Zappos	The Zappos Holacracy Experiment https://hbr.org/podcast/2016/07/the-zappos-holacracy-experiment	6
Microsoft	Microsoft's CEO on Rediscovering the Company's Soul https://podcasts.apple.com/us/podcast/microsofts-ceo-on-rediscovering-the-companys-soul/id152022135?i=1000392850274	7, 8
Starbucks	How Starbucks Built an Empire with Empathy - Howard Schultz https://podcasts.apple.com/us/podcast/how-starbucks-built-an-empire-with-empathy-howard-schultz/id1191831935?i=1000433277242	9, 10

Instructions:

1. Pre-listening Task:
 - o Research the company mentioned in the podcast and understand its industry, competitive landscape, and any major cultural challenges they face.
2. While-listening Task:
 - o Focus on how the podcast describes the company's core values, leadership styles, employee behaviour, and any rituals or symbols that define the culture.
3. Post-listening Task:
 - o Students should reflect on how the company's organisational culture affects its overall performance, employee satisfaction, and innovation.

You could analyze based on the following guiding questions:

1. **Cultural Elements:** What are the main components of the company's organisational culture? Are there any dominant values, norms, or rituals mentioned?
2. **Leadership Influence:** How do the leaders of the organisation influence its culture?
3. **Cultural Alignment:** How does the organisational culture align with the company's strategy, mission, and goals?
4. **Strengths and Weaknesses:** What are the strengths and potential weaknesses of the company's organisational culture? How might these impact employee engagement or performance?

Organizational Culture Case Studies

**Gerald W. Driskill, Angela Laird
Brenton**



Organizational Culture Case Studies:

Organizational Culture and Leadership Edgar H. Schein, 2006-03-24 In this third edition of his classic book Edgar Schein shows how to transform the abstract concept of culture into a practical tool that managers and students can use to understand the dynamics of organizations and change Organizational pioneer Schein updates his influential understanding of culture what it is how it is created how it evolves and how it can be changed Focusing on today's business realities Schein draws on a wide range of contemporary research to redefine culture offers new information on the topic of occupational cultures and demonstrates the crucial role leaders play in successfully applying the principles of culture to achieve organizational goals He also tackles the complex question of how an existing culture can be changed one of the toughest challenges of leadership The result is a vital resource for understanding and practicing organizational effectiveness **Case**

Studies in Management & Leadership Gerard Assey, 2024-08-27 Case Studies in Management Leadership offers a compelling collection of real world scenarios designed to sharpen your management and leadership skills Perfect for both new and seasoned leaders this book delves into key aspects of management from communication and problem solving to ethics and team dynamics Each case study presents a unique challenge followed by thought provoking questions that encourage critical thinking and practical application Discover how to navigate complex situations make informed decisions and foster a positive organizational culture through detailed fictitious yet realistic examples Whether you're leading a diverse team managing change or resolving conflicts this book provides actionable insights and strategies that will help you excel Use these case studies to enhance your training programs spark engaging discussions and refine your leadership approach Transform theory into practice and become a more effective leader with Case Studies in Management Leadership

Handbook of Organizational Culture and Climate Neal M. Ashkanasy, Celeste P M Wilderom, Mark F. Peterson, 2000-06-28 The Handbook of Organizational Culture and Climate provides an overview of current research theory and practice in this expanding field The editorial team and the authors come from diverse professional and geographical backgrounds and provide an unprecedented coverage of topics relating to both culture and climate of modern organizations Well known editors Neal Ashkanasy Celeste P M Wilderom and Mark F Peterson lend a truly international perspective to what is the single most comprehensive and up to date source on the growing field of organizational culture and climate In addition the Handbook opens with a foreword by Andrew Pettigrew and two provocative commentaries by Ben Schneider and Edgar Schein and concludes with an invaluable set of combined references Publisher [Organizational Culture and Behavior: Concepts, Methodologies, Tools, and Applications](#) Management Association, Information Resources, 2017-02-10 The questionable practices and policies of many businesses are coming under scrutiny by consumers and the media As such it is important to research new methods and systems for creating optimal business cultures Organizational Culture and Behavior Concepts Methodologies Tools and Applications is a comprehensive resource on the latest advances and developments for

creating a system of shared values and beliefs in business environments Featuring extensive coverage across a range of relevant perspectives and topics such as organizational climate collaboration orientation and aggressiveness orientation this book is ideally designed for business owners managers entrepreneurs professionals researchers and students actively involved in the modern business realm **Organizational Culture** Karel De Witte, Jaap J. van Muijen, 2000-02-10

Management of organizational culture is a controversial topic Pragmatists argue that it can be should be and has been easily managed and they offer guidance how to do this whilst purists find it ridiculous to talk about managing organizational culture it cannot be managed it evolves Contributions to this fascinating book cover the following topics the relationship between leadership and organizational culture the study of the role of organizational culture in four distinct cases a change project of managerial culture the FOCUS instrument for measuring organizational culture the main influences of organizational culture on its individual members critical questions for future research The editors do not intend to give final answers to this ongoing discussion but to contribute to the debate and aid understanding The contributions guide practitioners and researchers through the complex issues to avoid possible pitfalls Handbook of Research on Organizational Culture Strategies for Effective Knowledge Management and Performance Tessier, Dana, 2021-06-25

Organizations are facing major disruptions in technology consumer preferences and in the makeup of their workforce and as a result they will need to adapt to these rapidly changing times to stay effective Organizations that are able to tap into the collective knowledge of their employees and leverage their insights will have an advantage over those that lack this connectivity Implementing a knowledge management KM strategy can help organizations improve operational effectiveness innovation and adapt to changes but the majority of KM implementations fail due to misalignment with the organization s existing culture Organizational culture can enable effective KM or it can be a barrier to its implementation The Handbook of Research on Organizational Culture Strategies for Effective Knowledge Management and Performance defines the relationship between organizational culture and knowledge management and how they impact one another This handbook also identifies critical business practices to assist organizations in transitioning to work from home while maintaining a strong corporate culture that includes beneficial knowledge sharing behaviors Covering topics including knowledge management organizational culture and change management this text is essential for managers executives practitioners leaders in business non profits academicians researchers and students looking for research on how organizations can thrive and adapt due to emerging global disruptions as well as local or internal disruptions **The Handbook of Organizational Culture and Climate** Neal M.

Ashkanasy, Celeste P M Wilderom, Mark F. Peterson, 2011 The Second Edition provides an overview of current research theory and practice in this expanding field The editorial team and the authors come from diverse professional and geographical backgrounds and provide an unprecedented coverage of topics relating to both culture and climate of modern organizations *Communication and Organizational Culture* Joann Keyton, 2011 This book provides a clear and concise

introduction to the different approaches to studying organizational culture Joann Keyton introduces the basic elements assumptions values and artifacts of organizational culture draws on communication and management research findings and integrates practical applications throughout the text The book helps students to identify and read organizational culture through different lenses create cultural interpretations and ultimately make informed work and employment decisions

Organizational Culture ,2024-01-31 This book elaborates on organizational culture change supported by technology More specifically it goes beyond the core meaning definitions and identities of organizational culture It is a profound effort that explores the key elements and factors that drive internal organizational change through a suggested approach to digitalization It presents insight into the realistic organizational world highlighting novel ideas that enrich the understanding of why change is needed It will empower individuals to examine cultural change through different dimensions as well as nurture new publications in different industries and markets It will also spur future investigations of organizational culture change and related economic and social aspects The book unlocks new avenues for various players including organizations policymakers practitioners and researchers It is a valuable addition to the literature presenting an impressive body of knowledge on the technology driving cultural change The book follows an easily readable format and is professionally written It includes nine chapters that help readers understand the core need for organizational cultural change and technology and their increasing significance worldwide

Influencing Organizational Culture Stefan Kühl,2025-08-11 In the management discourse few words are thrown about more carelessly than organizational culture While the term is usually defined too broadly including such phenomena as assumptions values traditions articles of faith myths and artifacts this book applies a far more narrow concept Organizational culture or the informal structure of an organization is a term used to describe the behavioral expectations in an organization that have not been decided on in a formal way but that evolved by means of repetition and imitation This book shows how this narrow definition makes it possible to more precisely observe and understand an organization s culture and its changes Management s only way for influencing organizational culture and this may sound paradoxical at first is to change the organization s formal structure as for example its incentive schemes goal setting processes strategic directions or hierarchy

Organizational Culture in Action Gerald W. Driskill,Angela Laird Brenton,2010-09-13 This book is a practical guide to reading the culture of organizations and to understanding the implications of culture for organizational effectiveness Sharing their experiences from over 25 years of consulting and teaching the authors make the process of cultural analysis practical and applicable Beginning with an explanation of the theories of organizational culture the book provides guidance on collecting information leading students through qualitative research methods of observation interviewing and analyzing written texts Students come away equipped to apply cultural insights to fostering diversity supporting organizational change making leadership more dynamic understanding the link between ethics and culture and achieving personal growth Key Features Application activities are integrated throughout

each chapter Inviting students to apply the concepts learned these activities can also be used in class or for assignments Four contexts chapters contain topical cases and examples These chapters demonstrate the value of cultural analysis as students consider the implications for change ethics diversity and leadership Includes numerous real life examples Based on the authors extensive consulting experience these examples help students see the material applied in context NEW Expanded discussion of ethics with related cases and sections on multicultural organizations generational diversity the use of dialogue groups and intercultural training bring the text thoroughly up to date

Organizational Culture in Action Gerald W. C. Driskill, 2018-12-07 Offering students and practitioners an applied approach to the subject Organizational Culture in Action OCA walks them through a six step model for analyzing an organization s culture to provide insight into positive communication practices to improve organizational ethics and effectiveness The authors review relevant theory while integrating a constitutive approach to studying organizational culture and communication Practical guides for multiple data collection methods are provided and the workbook format is full of interactive tools that engage students and reinforce learning The revised OCA cultural analysis model in this edition provides the below elements The revised first step in the model articulating the value of cultural analysis includes connections to public relations and crisis management A definition of communication and the analysis process that foregrounds ethics throughout the book is included Recent research on organizational moral learning is integrated in the ethics chapter and throughout the book The Communicative Constitutive of Organizations is now foregrounded throughout the book and reflected in a table capturing variable and metaphor approaches to culture The latest applied research is integrated in units on diversity change leadership and effectiveness in relation to positive organizational communication Enriched guides on multiple data collection methods now includes surveys Cases examples and applications relevant to crisis employee engagement virtual organizations conflict management and public relations are provided Professionals come away equipped to apply cultural insights to fostering inclusiveness in relation to diversity supporting organizational change making leadership more dynamic understanding the link between ethics and culture and achieving personal and professional growth

White-Collar and Organizational Crime Diana Bociga, Jon Davies, 2025-08-21 Available open access digitally under CC BY NC ND licence White collar and organisational crimes such as fraud and corruption receive relatively little attention from researchers This edited collection redresses the balance with groundbreaking research and fresh perspectives on these crimes A new generation of scholars investigate both new and old forms of crime such as the little studied areas of sports fraud and the deviant subcultures within organizations that can lead to wrongdoing Recognising the profound harms stemming from these illicit activities this book provides a state of the art handbook for researchers and policy makers in understanding and controlling these ever evolving crimes

New Knowledge in Information Systems and Technologies Álvaro Rocha, Hojjat Adeli, Luís Paulo Reis, Sandra Costanzo, 2019-03-26 This book includes a selection of articles from The 2019 World Conference on Information Systems and Technologies

WorldCIST 19 held from April 16 to 19 at La Toja Spain WorldCIST is a global forum for researchers and practitioners to present and discuss recent results and innovations current trends professional experiences and challenges in modern information systems and technologies research together with their technological development and applications The book covers a number of topics including A Information and Knowledge Management B Organizational Models and Information Systems C Software and Systems Modeling D Software Systems Architectures Applications and Tools E Multimedia Systems and Applications F Computer Networks Mobility and Pervasive Systems G Intelligent and Decision Support Systems H Big Data Analytics and Applications I Human Computer Interaction J Ethics Computers K Health Informatics L Information Technologies in Education M Information Technologies in Radiocommunications and N Technologies for Biomedical Applications

Basics of Frugal Innovation , Welcome to the forefront of knowledge with Cybellium your trusted partner in mastering the cutting edge fields of IT Artificial Intelligence Cyber Security Business Economics and Science Designed for professionals students and enthusiasts alike our comprehensive books empower you to stay ahead in a rapidly evolving digital world Expert Insights Our books provide deep actionable insights that bridge the gap between theory and practical application Up to Date Content Stay current with the latest advancements trends and best practices in IT AI Cybersecurity Business Economics and Science Each guide is regularly updated to reflect the newest developments and challenges Comprehensive Coverage Whether you re a beginner or an advanced learner Cybellium books cover a wide range of topics from foundational principles to specialized knowledge tailored to your level of expertise Become part of a global network of learners and professionals who trust Cybellium to guide their educational journey www.cybellium.com

Organizational Culture Joanne Martin, 2001-08-21 Organizational Culture provides a sweeping interdisciplinary overview of the organizational culture literature showing how and why researchers have disagreed about such fundamental questions as What is organizational culture What are the major theoretical perspectives used to understand cultures in organizations How can a researcher decipher the political interests inherent in research that claims to be political neutral merely descriptive Expert author Joanne Martin examines a variety of conflicting ways to study cultures in organizations including different theoretical orientations political ideologies managerial critical and apparently neutral methods qualitative quantitative and hybrid approaches and styles of writing about culture ranging from traditional to postmodern and experimental In addition she offers a guide for those who might want to study culture themselves addressing such issues as What qualitative quantitative and hybrid methods can be used to study culture What standards are used when reviewers evaluate these various types of research What innovative ways of writing about culture have been introduced And finally what are the most important unanswered questions for future organizational culture researchers Intended for graduate students and established scholars who need to understand value and utilize highly divergent approaches to the study of culture The book will also be useful for researchers who do not study culture but who are interested in the ways political interests affect

scholarly writing the ways critical and managerial approaches to theory differ the use and justification of qualitative methods in domains where quantitative methods are the norm

Understanding Organizational Culture Mats

Alvesson,2012-11-16 With his usual engaging and inimitable style Mats Alvesson takes the reader on a riveting journey through the diverse ways in which culture itself can be understood and how these powerfully inform organizational life Blake E Ashforth Arizona State University Understanding Organizational Culture communicates complex ideas in a manner that will illuminate for those who are less familiar with the concepts discussed as well as providing a depth and critique of interest to those familiar with the topics Claire Valentin The University of Edinburgh Unlike prescriptive books about organizations Understanding Organizational Culture challenges and provokes the reader to think critically It provides an insight into organizational culture aided by numerous empirical illustrations from ethnographic studies that develop and illustrate how cultural thinking can be used in managerial and non managerial organizational theory and practice Mats Alvesson answers questions of definition explores alternative perspectives and exands on substantive issues before discussing key issues of research and developing his framework Further more the advances in the field of organizational culture are synthesized for the reader by drawing upon the range of relevant literature within organization studies Understanding Organizational Culture provides great breadth within a textbook approach covering a wide spectrum of management and organization while at the same time developing a new theoretical approach to organizational culture The new edition contains improved pedagogy and expanded coverage of topics such as identity and organizational change It is essential reading for students taking undergraduate and postgraduate modules in Organizational Behaviour and Organizational Theory on Management and Organization Studies programmes including MBA

The ^AOxford Handbook of Organizational Climate and Culture

Karen M. Barbera,2014-05-07 This Handbook is a unique compendium of thinking research and practice on organizational climate and culture integrating scholarship from both fields into one major work Authors explore these themes in context of contemporary practice with comprehensive case studies of 3M McDonald s the Mayo Clinic PepsiCo and Tata

Psychology of Work Understanding Human Behavior in Organizations Dr. Sachitra Chakravorty & Shekhar

Thanky,2025-05-10 Psychology of Work Understanding Human Behavior in Organizations

Observability in Finance

Brindha Priyadarshini Jeyaraman,2024-06-25 Observe optimize and transform in finance KEY FEATURES Learn observability basics in finance Monitor financial data with logs and alerts and improve data security Identify the key metrics for financial oversight Use new tech for financial observability DESCRIPTION This book explains the role of observability in the finance sector showing how new technologies can help monitor and manage financial systems more effectively It outlines the use of real time data monitoring Machine Learning and cloud computing to enhance the efficiency of financial operations and ensure they meet regulatory standards The chapters guide you through the process of setting up systems to track financial activities accurately analyze market trends and predict future challenges to keep operations secure and competitive It offers

clear explanations of how these technologies can help finance professionals make better decisions and manage risks proactively Designed for finance professionals looking to update their technical skills this book provides practical guidance on adopting modern observability tools and practices It will help you understand how to apply these technologies to increase transparency and strengthen the resilience of financial operations in a constantly evolving industry WHAT YOU WILL LEARN Implement effective data monitoring strategies in finance Use Machine Learning to enhance financial risk assessment Develop robust compliance frameworks using observability tools Apply real time analytics for quicker financial decision making Integrate predictive analytics for forward looking financial insights Understand and deploy distributed tracing for financial operations WHO THIS BOOK IS FOR This book is ideal for financial professionals seeking to deepen their understanding of observability It is also suitable for IT specialists in finance who wish to advance their skills in modern observability tools and practices TABLE OF CONTENTS 1 Introduction 2 The Fundamentals of Observability 3 Monitoring and Logging for Financial Data 4 Tracing and Correlation in Finance 5 Metrics and Key Performance Indicators for Finance 6 Real time Monitoring and Alerting in Finance 7 Observability for Algorithmic Trading and Market Data 8 Compliance and Regulatory Considerations 9 Advanced Techniques Machine Learning and Predictive Analytics 10 Organizational Culture and Collaboration 11 Case Studies and Best Practices Observability 12 The Future of Observability in Finance 13 The Horizon of Financial Observability

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