

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:

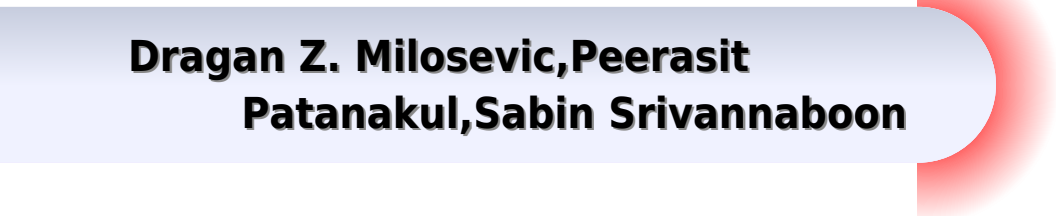
1. Pre-listening Task:
 - o Research the company mentioned in the podcast and understand its industry, competitive landscape, and any major cultural challenges they face.
2. While-listening Task:
 - o Focus on how the podcast describes the company's core values, leadership styles, employee behaviour, 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

**Dragan Z. Milosevic, Peerasit
Patanakul, Sabin Srivannaboon**



Organizational Culture Case Studies:

Issues of Organizational Culture and Conflict: Case Studies in Organizational Communication Ramsey,1753

Case Studies in Organizational Communication: Ethical Perspectives and Practices Steve May,2012-01-20 This updated edition integrates ethical theory and practice to help strengthen readers awareness judgment and action in organizations by exploring ethical dilemmas in a diverse range of well known business cases This volume explores a range of complex issues in today s organizations addresses ethical concerns and investigates the fundamentals that enable organizations to be simultaneously productive and ethical Compiled with a variety of important examples of organizational communication ethics of today case studies include the discussion of ethical dilemmas faced by Walmart Toyota Enron Mitsubishi BP Arthur Andersen Google college athletics and the pharmaceutical industry among others Through these case studies students are able to directly assess ethical and unethical decision making in a rich diverse and complex manner that moves beyond simple explanations of ethics This book is an invaluable resource for students and those interested in organizational communication ethics Case Studies In Organizational Culture , *Case Studies in Culture and*

Communication James A. Schnell,2003-01-01 In *Case Studies in Culture and Communication A Group Perspective* James A Schnell presents critical essays in the burgeoning field of communication studies In the first section *Case Studies in American Culture* he examines such topics as decision making at a co op grocery store and prank playing and conflict resolution in a college fraternity In the next section *Case Studies in Cross Cultural Contexts* he explores such issues as the impact of introducing an Afro centric perspective into American children s education In the final section *Case Studies in Applied Settings* subjects covered include the role of the hospital chaplain in facilitating communication between patients and their medical team Focusing on group dynamics rather than one on one interactions this book demonstrates the broad relevance and applicability of communication studies **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* Case Studies in Organizational Behavior and Theory for Health Care Nancy Borkowski,Gloria Jeanne Deckard,2014 This compendium of 35 case studies examines managerial and organizational

behavior concepts put to practice in everyday real world healthcare settings Through these cases students will gain skills confidence and a clear understanding of the application of theory This is one of the few collections that offers case studies specific to the theories of organizational behavior within the healthcare setting Case studies topics include chapters such as I Don t Want to Get Fired But Readiness and Change Management During Electronic Medical Records Adoption Joint Patient Liaison Office Building a Streamlined Unit The Tardy Drama Queen It s Just Not Fair When Increased Diversity Improves Team Performance Whose Patient Is It Managing Organizational Growth during a Time of Downsizing Working Toward Collaborative Care The Struggle for Power at Midwest Hospital System Conflict at the Academic Medical Center Productivity Levels EMR System A Blessing or A Curse The New Manager s Challenge and much more

Business Case Studies with Management lessons -Volume 1 Dr. Sanjeevni Gangwani,2025-05-12 This book is very useful for teaching any management course through case studies Cases are written in a very simple language so that all students at the graduate level post graduate level can understand its application Case studies are very important to be taken for teaching management in any type of course as it immerses students in real world scenarios fostering critical thinking problem solving and decision making skills while also bridging the gap between theory and practice Case studies present complex real life situations or problems that managers have faced allowing students to analyze discuss and propose solutions They encourage active participation and engagement moving beyond passive learning by placing students in the role of decision makers The emphasis is on the analytical process and the reasoning behind decisions rather than solely on finding a correct answer Case studies can encompass various management disciplines allowing for a holistic understanding of organizational challenges They are a form of problem based learning where students learn by grappling with real world problems There are various benefits of using case studies in teaching management courses Case studies enhance critical thinking analytical abilities communication skills and interpersonal skills Students practice making decisions under pressure weighing different options and understanding the consequences of their choices They bridge the gap between theory and practice allowing students to apply their knowledge to real world scenarios The real world nature of case studies makes learning more engaging and relevant for students Case studies encourage open discussion and debate fostering a collaborative learning environment Successfully navigating complex case studies can build students confidence in their abilities as future managers This book consists of diverse case studies related to various sectors It also includes the case objective overview of company summary and conclusion and questions for discussion I hope management faculty in all types of business school worldwide will find this comprehensive book on business case studies very helpful for class room teaching group discussions and even for giving assignment to students for internal assessment I wish you all a happy learning process and I hope all my efforts in compiling varied cases will contribute for better management learning and student engagement

Award-winning Case Studies 2015 Katrin Muff,2024-11-01 Breaking with academic tradition this journal offers a unique selection of articles that are written by

looking at the future challenges first and then translating these into present times The right aligned layout is a material way of reminding us of the fact that no problem can be solved from the same level of consciousness that created it A Einstein The journal provides hands on pragmatic and user friendly research suggestions and case studies as a resource for organisations that are committed to implementing sustainability It is high time to build bridges between business and academia with the clear purpose of helping business become truly sustainable There are four dimensions to the journal 1 Understand sustainability challenges 2 Specific dimensions of business sustainability 3 Exciting new solutions to implement 4 Case studies of leading business examples In addition produced is a special issue annually dedicated to an important theme This is a special Issue of Building Sustainable Legacies

Strategic Insights and Case Studies on Navigating an Entrepreneurial Landscape Alagappan, Ponmalar N., Yanamandra, Ramakrishna, 2025-04-04 Innovation and entrepreneurship drive economic growth create jobs and foster technological advancement making them essential for societal progress Case studies in these fields provide valuable insights into real world challenges and successes equipping emerging entrepreneurs and startup owners with practical knowledge and strategic tools By analyzing diverse scenarios individuals can refine their problem solving skills anticipate market needs and develop innovative solutions This not only strengthens individual ventures but also contributes to building resilient and competitive industries Promoting entrepreneurial learning through case studies empowers future leaders to navigate uncertainty and drive meaningful change in their communities and beyond Strategic Insights and Case Studies on Navigating an Entrepreneurial Landscape discusses the importance of innovation in entrepreneurship by examining how successful entrepreneurs identify opportunities generate creative ideas and bring novel solutions to the market It provides a simulated entrepreneurial experience allowing readers to learn from the consequences of decisions and gain insights into the dynamic nature of business Covering topics such as market opportunities cultural diversity and leadership trust deficit this book is an excellent resource for stakeholders lecturers educators academicians researchers scholars industry practitioners corporate executives entrepreneurs and more

Case Studies in Project, Program, and Organizational Project Management Dragan Z. Milosevic, Peerasit Patanakul, Sabin Srivannaboon, 2011-08-17 The ever expanding market need for information on how to apply project management principles and the PMBOK contents to day to day business situations has been met by our case studies book by Harold Kerzner That book was a spin off from and ancillary to his best selling text but has gained a life of its own beyond adopters of that textbook All indications are that the market is hungry for more cases while our own need to expand the content we control both in print and online would benefit from such an expansion of project management case content The authors propose to produce a book of cases that compliment Kerzner's book A book that offers cases beyond the general project management areas and into PMI's growth areas of program management and organizational project management The book will be structured to follow the PMBOK in coverage so that it can not only be used to supplement project management courses but also for self

sudy and training courses for the PMP Exam PMI PMBOK PMP and Project Management Professional are registered marks of the Project Management Institute Inc *Indian Business Case Studies Volume I* Sandeep Pachpande,Asha Pachpande,J A Kulkarni,2022-06-20 It has been decades since many business schools outside India adopted the case study methodology for teaching almost all branches of management studies This trend has been seen in India too where top management institutes have implemented the case study based methodology as an important pedagogical tool in business education The major issue in India however is a severe shortage of Indian case studies through which business schools can provide industry insights to students This volume fills that gap It has twenty Indian cases related to different aspects of business management The cases cover some of the prominent disciplines of management like marketing finance human resource management strategy management operations management accounting and mergers and acquisitions These cases best serve the purpose of adoption of case methodology in classroom teaching or online lecture sessions for the faculty and students of business management The Case for Case Studies Jennifer Widner,Michael Woolcock,Daniel Ortega Nieto,2022-05-26 This volume demonstrates how to conduct case study research that is both methodologically rigorous and useful to development policy It will interest scholars and students across the social sciences using case studies and provide constructive guidance to practitioners in development and public administration **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 **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

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Case Studies in Human Resources & Talent

Management Gerard Assey, 2024-08-29 Unlock the power of practical learning with Case Studies in Human Resources Talent Management your essential guide to mastering HR challenges This comprehensive book features 20 in depth case studies from diverse industries including IT manufacturing retail and healthcare Each case delves into critical HR topics such as recruitment strategies talent acquisition employee engagement performance management and more Designed for both budding and seasoned HR professionals this book provides actionable insights and innovative solutions to real world problems Discover how top companies implement cutting edge HR practices to build high performing teams and foster a thriving organizational culture Learn best practices for using case studies as a training tool and gain the skills needed to navigate complex HR scenarios with confidence Whether you are a manager leader trainer or coach Case Studies in Human Resources Talent Management is your roadmap to success in the ever evolving world of HR Elevate your expertise and ensure your organization stands out as a winner

Winning Business Models: Case Studies and Frameworks for Success favour emeli, 2025-01-15 What makes some businesses thrive while others falter The answer often lies in their business models Winning Business Models takes you on an educational journey through the most successful frameworks and strategies that have shaped today's most iconic companies By breaking down the anatomy of effective business models this book helps you build a foundation for long term success Through detailed case studies you'll explore how businesses across industries have created value for their customers scaled operations and sustained profitability Learn about the different types of business models product based subscription freemium and more and discover how to choose the one that aligns best with your goals This book provides actionable insights on crafting a compelling value proposition optimizing revenue streams and maintaining operational efficiency You'll also learn about the role of innovation and customer experience in driving growth as well as strategies for scaling your business without losing focus Perfect for entrepreneurs business leaders and strategists Winning Business Models serves as both a playbook and an inspiration for building businesses that stand the test of time Whether you're launching a startup or refining an existing model this book offers the tools and insights you need to succeed

International Encyclopedia of Organization Studies Stewart Clegg, James R. Bailey, 2008 Describing the field spanning individual organisation societal and cultural perspectives in a cross disciplinary manner this is the premier reference tool for students lecturers academics and practitioners to gather knowledge about a range of important topics from the perspective of organisation studies

Innovations, Securities, and Case Studies Across Healthcare, Business, and Technology Burrell, Darrell Norman, 2024-01-15 The longstanding practice of keeping academic disciplines separate has been a barrier to effectively addressing the complex challenges in our world The boundaries separating fields like healthcare social sciences and technology have obscured the potential for interdisciplinary collaboration preventing us from unlocking innovative solutions to the most pressing issues of our time As a result the critical problems we face from

healthcare inequities to technological advancements with ethical dilemmas have remained largely unresolved This fragmented approach to academic inquiry has left a void in our quest to tackle these challenges effectively The solution is found within the pages of *Innovations, Securities and Case Studies Across Healthcare Business and Technology* This groundbreaking compendium illuminates the transformative potential of interdisciplinary collaboration offering direction and support in the form of knowledge for scholars researchers practitioners and students committed to solving real world problems By harnessing the collective wisdom of diverse disciplines the book demonstrates how convergence across healthcare social sciences organizational behavior and technology can lead to groundbreaking insights and solutions It showcases success stories and innovative strategies that drive positive change within our societies offering a roadmap towards a brighter more interconnected future

Case Studies in Organizational Communication 2 Beverly Davenport Sypher, 1997-05-10 Spotlighing the central role of communication in today's varied workplace this up to date collection of new case studies will succeed its highly acclaimed predecessor as a valued reference and teaching text The studies both highlight creative and positive uses of communication and demonstrate how communication practices can hinder organizational functioning Topics addressed include new communication technologies the dynamics of teamwork cross cultural communication sexual harassment and stress and burnout Back cover

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

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web the digestive process begins pages 516 521 functions of the digestive system pages 516 517 key concept the digestive system has three main functions first it breaks down food into molecules the body can use then the molecules are absorbed into the blood and carried throughout the body finally wastes are eliminated from the body

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web the processes of digestion include six activities ingestion propulsion mechanical or physical digestion chemical digestion absorption and defecation the first of these processes ingestion refers to the entry of food into
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web the digestive system is made up of key parts each of which has a different function food passes through most of these parts in a journey from the mouth to the anus the parts of the digestive

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web science biology jump to what is digestion digestion is the breaking down of the food we eat into other substances that our bodies can absorb and use there are mechanical and chemical

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web explain the difference between mechanical digestion and chemical digestion in mechanical digestion food is physically broken down into smaller pieces in chemical digestion chemicals made by the body break foods into

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web the process of digestion begins in the mouth with the intake of food figure 16 4 the teeth play an important role in masticating chewing or physically breaking food into smaller particles the enzymes present in saliva also begin to chemically break down food

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web system be sure to write about what organs the food passes through what each part of the digestive system does and how the parts work together to digest food extension create a map of the digestive system that shows how your favorite food passes through the digestive process

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web digestive system quiz answer key your digestive system works on the foods you eat for about a 5 hours b 10 hours c 15 hours d 20 hours the digestive system breaks down food into a nutrients b amylase c saliva d sphincters during the process of absorption nutrients from food go from a the intestines into the bladder b the blood into the organs

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web briefly explain the process of digestion digestion occurs in two ways the mechanical and the chemical process as the food enters the oral cavity the tongue utilizes salivary enzymes after this the food is then swallowed down to the stomach

passing the esophagus where it is applied to more digestion

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web terms in this set 20 what are the 3 main functions of the digestive system 1 breaking down food into molecules the body can use 2 absorbing the molecules through blood to be carried throughout the body 3 eliminating waste from the body digestion the process by which your body breaks down food into small nutrient molecules

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web food is digested in the stomach 2 the digestive system breaks down food 3 teeth break foods into small pieces what you learned 1 teeth carry out mechanical digestion 2 an enzyme in saliva breaks down starches into sugars 3 muscle contractions called peristalsis push food toward the stomach

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web begins the process of chemical digestion saliva secreted by salivary glands aids the mechanical and chemical process of digestion saliva is about 99 water and not only moistens food but cleanses the mouth dissolves food chemicals so they can be tasted and contains enzymes that start the chemical breakdown of starchy foods

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web the process by which the body breaks down food into small nutrient molecules absorption the process by which nutrient molecules pass through the wall of the digestive system into the blood

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web while some digestion occurs in the stomach the process actually begins in the mouth where chewing and salivary amylase act on the food the digestive system does not produce urine some people think that the digestive system has two outlets one for feces and one for urine

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web jan 17 2023 this mechanical and chemical breakdown encompasses the process of digestion to recap these two processes mechanical digestion larger pieces of food get broken down into smaller pieces while being prepared for chemical digestion this process starts in the mouth and continues into the stomach

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web there are four steps in the digestion process figure 2 3 2 the first step is ingestion which is the collection of food into the digestive tract it may seem a simple process but ingestion involves smelling food thinking about food and the involuntary release of saliva in the mouth to prepare for food entry

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mechanical digestion is the physical breakdown of large pieces of food into food is partly broken down by the process of and by the chemical action of salivary this begins the process of chemical digestion used to cut tear and

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web the digestive system quiz answer key saliva begins the process of breaking down food and makes food moist so it s easier to swallow 2 true or false heartburn occurs when stomach acid moves into the heart heartburn occurs when stomach acid moves up into the esophagus 3 gastric juices help break down food in the stomach 4

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web study guide answer key digestive system 1 state the function of the digestive system 4 components ingest bring food into the body stomach begins the process of breaking proteins down into peptides using pepsin and it continues in the small intestine breaking peptides down into amino acids using trypsin

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