

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
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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

**Constantine Kontoghiorghes, Susan M.
Awbrey**



Organizational Culture Case Studies:

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

Communication Case Studies Carolyn C. Shadle, 2010 **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 *Organizational Culture and Leadership* Edgar H. Schein, 2016-12-05 The book that defined the field updated and expanded for today s organizations *Organizational Culture and Leadership* is the classic

reference for managers and students seeking a deeper understanding of the inter relationship of organizational culture dynamics and leadership Author Edgar Schein is the father of organizational culture world renowned for his expertise and research in the field in this book he analyzes and illustrates through cases the abstract concept of culture and shows its importance to the management of organizational change This new fifth edition shows how culture has become a popular concept leading to a wide variety of research and implementation by various organizations and expands the focus on the role of national cultures in influencing culture dynamics including some practical concepts for how to deal with international differences Special emphasis is given to how the role of leadership varies with the age of the organization from founding through mid life to old age as the cultural issues vary at each stage How culture change is managed at each stage and in different types of organizations is emphasized as a central concern of leader behavior This landmark book is considered the defining resource in the field Drawing on a wide range of research this fifth edition contains 25 percent new and revised material to provide the most relevant new concepts and perspectives alongside the basic culture model that has helped to define the field Dig into assumptions and typologies to decipher organizational culture Learn how culture begins thrives or dies with leadership Manage cultural change effectively and appropriately Understand the leader s role in managing disparate groups The resurgence of interest in organizational culture has spurred an awakening in research and new information is continuously coming to light Outdated practices are being replaced by more effective methods and the resulting shift affects organizations everywhere Organizational Culture and Leadership is an essential resource for scholars consultants and leaders seeking continuous improvement in the face of today s business realities *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 Creating a High-Performance Organizational Culture Based on Empirically Validated Frameworks

Constantine Kontoghiorghes, Susan M. Awbrey, 2025-03-27 In today s competitive landscape culture is not just an asset it s a strategic imperative This groundbreaking book introduces the High Performance Organization HPO cultural framework an empirically validated model offering evidence based solutions for driving innovation optimizing talent management and enhancing organizational performance Designed for academics researchers HR professionals organizational leaders and consultants this book provides actionable insights grounded in rigorous research Discover how to fuel innovation and competitiveness by harnessing a strong culture to spark groundbreaking ideas and outpace competitors optimize talent management by attracting developing motivating and retaining top talent through a culture of excellence ethics and continuous improvement boost organizational performance by enhancing profitability quality productivity and adaptability in a dynamic environment elevate employee engagement by cultivating a culture built on mutual respect and integrity and

maximize training ROI by transforming training programs into powerful performance drivers with lasting learning transfer and impact Drawing on robust empirical evidence this book is an indispensable resource for driving sustainable organizational change and total system optimization *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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