

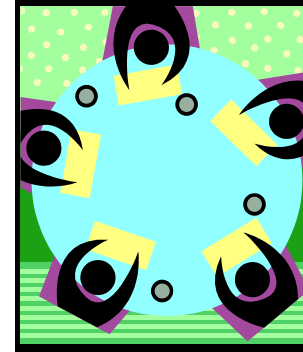
What Is Organizational Culture?

- Common perceptions held by organization members
- Shared beliefs and values
- It's the way we do things around here
- A pattern of *assumptions*
- Sense of *continuity* that tells us who we are
- Social glue

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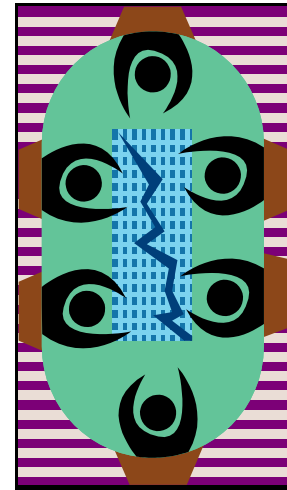
dominant culture

Expresses the core values that are shared by a majority of the organization's members.



subcultures

Minicultures within an organization, typically defined by department designations and geographical separation.



7 Characteristics of Organizational Culture

- Innovation and risk taking
- Attention to detail
- Outcome orientation
- People orientation
- Team orientation
- Aggressiveness
- Stability

Why Organizational Culture Matters?

- Helps newcomers get used to their responsibilities quickly
- Keeps everyone working towards same goals
- Fosters employee commitment & effort
- Can inhibit successful mergers & acquisitions
- Provides competitive advantage