

Chapter 15 Organizational Culture Change

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Chapter 15 Organizational Culture Change

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CHAPTER 15 ORGANIZATIONAL CULTURE & CHANGE

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do; other aspects seem to be fixed and enduring. The anatomy of an CHAPTER 15

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ORGANIZATIONAL CULTURE & CHANGE Chapter 15 Organizational Culture Change Culture change often begins by the creation of a sense of urgency. Next, a change of leaders and other key players may enact change and serve as effective role models of new behavior.

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Chapter 15 Organizational Culture Change

Chapter 15: Organizational Culture. 15.1 Building a Customer Service Culture: The Case of Nordstrom; 15.2 Understanding Organizational Culture; 15.3 Characteristics of Organizational Culture; 15.4 Creating and Maintaining Organizational Culture; 15.5 Creating Culture Change; 15.6 The Role of Ethics and National Culture; 15.7 Clash of the Cultures: The Case of Newell Rubbermaid; 15.8 Conclusion; 15.9 Exercises

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Chapter 15 Organizational Culture Change

Chapter 15: Organizational culture and organizational change What is organizational culture and where does it come from? Organizational culture: a system of shared values, norms, and assumptions that guide member's attitudes and behaviors 4 levels of culture: Artifacts: the physical manifestation of the culture including open offices, awards, ceremonies, and formal lists of values.

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Culture change must mean changing the corporate ethos, the images and values that inform action and this new way of understanding organizational life must be brought into the management process.

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Chapter 15: Organizational Culture. 15.1 Building a Customer Service Culture: The Case of Nordstrom; 15.2 Understanding Organizational Culture; 15.3 Characteristics of Organizational Culture; 15.4 Creating and Maintaining Organizational Culture; 15.5 Creating Culture Change; 15.6 The Role of Ethics and National Culture

15.3 Characteristics of Organizational Culture ...

In fact, the term organizational culture was made popular in the 1980s when Peters and Waterman's best-selling book *In Search of Excellence* made the argument that company success could be attributed to an organizational culture that was decisive, customer-oriented, empowering, and people-oriented. Since then, organizational culture has become the subject of numerous research studies, books ...

Organizational culture - Problem Solving in Teams and Groups

The only certain way to change a culture directly is to dismantle a group - new processes and rules can

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affect behavior, but not necessarily culture Finally, success is not guaranteed. In fact, unless the change practitioner is experienced and has a long track record of success, the chances of failure are high.

The Relationship Between Organizational Culture and Change

Changing an organization's culture is one of the most difficult leadership challenges. That's because an organization's culture comprises an interlocking set of goals, roles, processes, values,...

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