Influence and Power of Organizational Culture

Workshop Description:

Managing values, attitudes and employee perceptions—key components of culture that exists within an organization are among the most important task leaders can undertake. The culture of the organization contributes to motivation and is critical in supporting change initiatives. This workshop focuses on creating an understanding of what organizational culture is and explores strategies for managing culture and using it as a positive force for change. Learning is structured around the premise that one of the key roles an organizational leader needs to play is one of “Culture Manager.” Through this workshop, participants will acquire the foundation for developing this important leadership role.

Workshop Outcomes:

By the end of this workshop participants will be able to:

- Initiate and implement change more effectively
- Stay in sync with changing environments
- Recognize the organization’s strengths in terms of its culture
- Align the organization with the overall mission and values

Workshop Outline:

- The phenomena of Organizational Culture
- Leadership in the role of “Culture Manager”
- Patterns of organizational behaviors and their genesis
- How to create, manage, and even reconstruct culture
- Culture as an important lever for change
- Identify and assess organization culture
- Strategies for culture change

Learning Format:

- Mini-lecture
- Experiential learning activities
- Group assessments
- Interactive group dialogue
- Facilitator observation and coaching

Workshop Includes:

- Participant Workbook
- Handouts