

Why We Should Care:
Organizational Culture

Sierra Sanchez

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New Mexico Highlands University

Dr. Henrietta Romero

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Examples of Organizational Culture

Organizational culture is a crucial element in all businesses that is often not considered. Culture helps us understand the connections between important elements such as structure and incentive systems. They remind us that we need to analyze, preserve, and transform our organizational culture to create an atmosphere that boosts morale, encourages employees, and creates a work environment that is enjoyable. The symbolic frame tells us to reevaluate the basic elements that stimulate energy and helps us in times of trial and tribulation (Bolman & Deal, 2017). We should bother with organizational culture, because it sets the stage for success and a strong team mentality.

One example of organizational culture is having strong values. It's important that we really listen to the story of how many organizations formed. Many businesses have been established for a long time, and leaders often forget to remember the value in those stories. Other stories may include changes in the company that were necessary to gain momentum in an ever-changing society. The values that many businesses have in place are there to remind us of what our mission is and of our purpose as a whole. Having a vision and compassion for our community helps us have a strong presence in the lives of those we serve. It can be easy for managers and employees to lose sight of the vision and values our company instills. It's important that we keep them in mind to help our team remember that we have purpose.

Another example of organizational culture is the importance of ceremonies and rituals. These are often special times that are memorable, fun, and help us celebrate our accomplishments. They remind us that we have meaning and provides structure in the workplace and at home (Bolman & Deal, 2017). In my current role as a retail sales manager, we have morning meets, or huddles. Everyday, we talk about the accomplishments and events that are

driving our business. We name off the top departments that helped us make our day, the top ten associates from the day before that sold the most and discuss other important aspects that will help us all be successful. These meetings remind our associates and managers that their hard work does not go unnoticed and that they are appreciated. Ceremonies are celebrated on special occasions and place emphasis on socialization, stabilization, and reassurance. At my job, we hold holiday ceremonies during the holidays. We hand out awards based on good performance, tenure, and celebrate unique personalities. We order the best food and buy the best gifts to show our appreciation.

The third example of organizational structure is the meaning and significance of culture. Culture reminds us to perceive, think, and feel in a way that embodies wisdom and allows us to make informed decisions (Bolman & Deal, 2017). It helps us empower our team members and outperform those that only focus on strategy and black-and-white-thinking. Our customs, beliefs, and values are instilled into our managers and associates to create a cohesive team that is focused on the success of the organization as a whole. Using our company culture to our advantage will help us be profitable, but also keep our team happy and united.

Another example of organizational structure is diversity. Diversity allows us to celebrate each person's unique abilities, perspectives, and specialties. According to the University Of Pennsylvania, diversity helps boost creativity, celebrates new ideas, brings in strong talent, and creates trust in the organization. It gives companies a competitive advantage, not only in their market, but in others as well. Unique styles and skills opens a business up to new opportunities and new ways of thinking.

The last example of organizational structure is leading by example. It's important to have the management team or business leaders be hands-on with the business and employees. Leading by command can be detrimental to a business's success. "Members viewed de Castro, the CEO, as a distant god. He was never there physically, but his presence was" (Bolman & Deal, 2017). They mention that de Castro made mundane tasks more special, created ambiguity, and used incentives to motivate his team and create positive outcomes. This strategy is especially important because it encourages teamwork and helps create a cohesive environment.

Organizational Culture Suggestions

I would use some of the strategies outlined in the chapters and the article about the symbolic frame and the important concept of organizational structure. Culture defines who we are, and it's not only all around us, but within us too (Organizational Culture and Leadership). It's extremely important to have a positive culture that promotes growth and appreciation.

First, I would recommend hosting rituals and ceremonies that show gratitude, appreciation, and make our work environment more fun. A fun ritual would be held at the Monday manager's meetings, for example. I would like all area sales managers to name one accomplishment that was significant to them and why. It could be something small, like finishing a difficult task on time, or something harder, like finishing the week with a sales increase. This would promote a positive environment.

Another recommendation would be to use humor and play to lighten the mood. Any and all employees have lives outside of work, sometimes more stressful than work alone. It's important that we create an environment where people can be themselves and express themselves freely. Bolman and Deak mention how "seriousness replaces playfulness as a cardinal virtue and

that effective teams balance seriousness with play and virtue.” This is an excellent way to put it because it reminds us that we can be productive and have fun. At the same time, fun and humor boost productivity. This creates a win-win situation that keeps the team satisfied with their work.

The last recommendation I would have as CEO is to encourage managers and employees to maintain a high spirit of positivity and to share unified goals, visions, and standards. Having a positive attitude can pave the way for success. Employees feel motivated and confident because they know that their leaders have faith in them. They feel empowered and can tackle difficult tasks a little bit easier because they know that they are confident that they give their all, in any and every assignment. Sharing goals and standards ensure that everyone is on the same page, with the same mission in mind at all times.

This discussion on culture has a direct impact on how we view organizational culture today. Any organization can have a culture if there is plenty of history of shared experiences (Organizational Culture and Leadership). Shared experiences create a sense of belonging and understanding among groups. The culture of a business directly determines whether a business will be successful or not. Our people must feel appreciated in a positive environment that is full of purpose and happiness. Organizational culture is the core of productivity, employee morale, and positive results.

References

The Concept of Organizational Structure, Why Bother?

Bolman, L. G., & Deal, T. E. (2017). *Reframing Organizations: Artistry, Choice, and Leadership* (6th edition). John Wiley & Sons, Incorporated.