

Name: \_\_\_\_\_

## Organizational Culture Analysis

“In an age in which leadership is touted over and over again as a critical variable in defining the success or failure of organizations, it becomes all the more important to look at the other side of the leadership coin-how leaders create culture and how culture defines and creates leaders” (Schein, 2004, p. xi). ALEC 689 focuses on the importance of a leader’s knowledge of culture development, sustainability, and change. For this assignment, you will analyze an agricultural organization (defined broadly) for these key items:

1. How did the company culture form?
2. What embedding mechanisms were/are used by leaders?
3. How is the culture reinforced?
4. Name and describe the cultural categories used by the organization.
5. Identify culture on all 3 levels (artifacts, espoused beliefs and values, and basic underlying assumptions)
6. Describe rites and rituals of the organization.
7. Describe any change in organizational culture. How did it occur and what were the repercussions? What were the forces that initiated change (founding/early growth, midlife, maturity/decline)? Did corporate change occur using Lewin’s model...if not, do you believe it would have helped.
8. What are your personal thoughts on the organization’s culture? If you were the leader, what would you change/modify to strengthen the culture?

Before you freak out...remember this assignment is worth 150 points. I would suggest you choose an organization where you could get “insider” information. You **cannot** work for the organization you choose to analyze because you may be too integrated into the culture to see the nuances. Utilize class notes and assigned readings in your analysis. This paper should be 5-10 pages in length (double spaced, normal margins).

Grading:	Points	Points Awarded	Comments
All 8 categories addressed	35	_____	
Depth of thought	50	_____	
Connection to course material	50	_____	
Writing effectiveness	15	_____	
Total	150	_____	