Activity B: Assessing and Leveraging your F/P Culture

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System Planning and Development Team – EHS Department

Collaboration Quote

"None of us, including me, ever do great things. But we can all do small things, with great love, and together we can do something wonderful." – Mother Teresa
It all starts in Manchester
Organizational culture encompasses values and behaviours that "contribute to the unique social and psychological environment of an organization" The Business Dictionary
“Organizational culture represents the collective values, beliefs and principles of organizational members and is a product of such factors as history, product, market, technology, strategy, type of employees, management style, and national culture” David Needle, Business in Context: An Introduction to Business and its Environment
Organizational culture is a set of shared assumptions that guide what happens in organizations by defining appropriate behaviour for various situations. Ravasi and Schultz
“Culture is the organization’s immune system.”

Michael Watkins, Harvard Business Review
Dimensions of Organizational Culture

- **Innovative**: flexible, adaptable, experimental
- **Aggressive**: competitive, outperforming peers
- **Outcome-Oriented**: achievement, results and actions
- **Stable**: predictable, rule oriented and bureaucratic
- **People-Oriented**: fair, supportive and respecting of individual rights
- **Team-Oriented**: collaborative, cooperative
- **Detail-Oriented**: precision, attention to detail
Principles for the exercise

- As a member of your Faculty/Portfolio you know your culture better than anyone else

- Think globally about your F/P – What might others say about how your F/P lives its experience?

- You will have strengths and challenges
  - Be real – It is was it is – don’t sugar coat it
  - you still live in it and need to work in it
Task 1
As a table group rate each of the Organizational Culture Dimensions for your Faculty/Portfolio

<table>
<thead>
<tr>
<th>Dimension</th>
<th>Description</th>
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<tbody>
<tr>
<td>0 - Zero</td>
<td>This dimension is non existent in our Faculty/Portfolio</td>
</tr>
<tr>
<td>L - Low</td>
<td>Our Faculty/Portfolio slightly demonstrates this dimension</td>
</tr>
<tr>
<td>M - Moderate</td>
<td>Our Faculty/Portfolio moderately demonstrates this dimension</td>
</tr>
<tr>
<td>H - High</td>
<td>Our Faculty/Portfolio is a shining example of this dimension</td>
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Faculty or Portfolio
Task 2 – Answer these questions and note your response on your handout

1. What culture traits did you score High, Moderate, Low, Zero?

2. How might you align your current EHS efforts to best work with your culture?

3. Any thoughts on how you might address cultural challenges related to your current EHS activities?

Safety through collaboration

EHS Committee Mini Conference

Tuesday October 24, 2017
Dimensions of Organizational Culture

What culture dimensions did you score?

- High -
- Moderate -
- Low -
- Zero -

How might you align your current EHS efforts to best work with your culture?

How might you address cultural challenges related to your current EHS activities?

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