

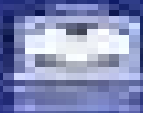


ORGANIZATIONAL CULTURE IN ACTION

A Cultural Analysis Workbook

FOURTH EDITION

Gerald W. C. Drach and Julian C. Mitchell



Organizational Culture In Action A Cultural Analysis Workbook

**Gerald W. Driskill, Angela Laird
Brenton**



Organizational Culture In Action A Cultural Analysis Workbook:

Organizational Culture in Action Gerald W. Driskill, Angela Laird Brenton, 2010-09-13 This book is a practical guide to reading the culture of organizations and to understanding the implications of culture for organizational effectiveness. Sharing their experiences from over 25 years of consulting and teaching, the authors make the process of cultural analysis practical and applicable. Beginning with an explanation of the theories of organizational culture, the book provides guidance on collecting information, leading students through qualitative research methods of observation, interviewing, and analyzing written texts. Students come away equipped to apply cultural insights to fostering diversity, supporting organizational change, making leadership more dynamic, understanding the link between ethics and culture, and achieving personal growth. Key Features: Application activities are integrated throughout each chapter. Inviting students to apply the concepts learned, these activities can also be used in class or for assignments. Four contextual chapters contain topical cases and examples. These chapters demonstrate the value of cultural analysis as students consider the implications for change, ethics, diversity, and leadership. Includes numerous real-life examples. Based on the authors' extensive consulting experience, these examples help students see the material applied in context. NEW! Expanded discussion of ethics with related cases and sections on multicultural organizations, generational diversity, the use of dialogue groups, and intercultural training bring the text thoroughly up to date.

Organizational Culture in Action Gerald W. C. Driskill, 2018-12-07 Offering students and practitioners an applied approach to the subject, *Organizational Culture in Action* (OCA) walks them through a six-step model for analyzing an organization's culture to provide insight into positive communication practices to improve organizational ethics and effectiveness. The authors review relevant theory while integrating a constitutive approach to studying organizational culture and communication. Practical guides for multiple data collection methods are provided, and the workbook format is full of interactive tools that engage students and reinforce learning. The revised OCA cultural analysis model in this edition provides the following elements: The revised first step in the model, articulating the value of cultural analysis, includes connections to public relations and crisis management. A definition of communication and the analysis process that foregrounds ethics throughout the book is included. Recent research on organizational moral learning is integrated in the ethics chapter and throughout the book. The Communicative Constitutive of Organizations is now foregrounded throughout the book and reflected in a table capturing variable and metaphor approaches to culture. The latest applied research is integrated in units on diversity, change, leadership, and effectiveness in relation to positive organizational communication. Enriched guides on multiple data collection methods now include surveys. Cases, examples, and applications relevant to crisis, employee engagement, virtual organizations, conflict management, and public relations are provided. Professionals come away equipped to apply cultural insights to fostering inclusiveness in relation to diversity, supporting organizational change, making leadership more dynamic, understanding the link between ethics and culture, and achieving

personal and professional growth *Organizational Culture in Action* Gerald W. Driskill, 2019 **Organizational Culture in Action** Gerald W. Driskill, Angela Laird Brenton, 2005-01-12 In a cogent and easily accessible style it provides superb guidelines for observing interpreting and understanding the subtle and complex nuances of an organization's culture The integration of qualitative research methods with cultural analyses makes this text distinctive and valuable addition to any organizational communication class Linda Putnam Texas A M University The authors skillfully weave together theory application and their professional experiences to create a wonderfully useful book that meets the needs of students and practitioners Anyone who takes cultural analysis seriously should read this book Phillip G Clampitt University of Wisconsin Green Bay and Metacomm *Organizational Culture in Action* fills a real resource gap It is a workbook in the most positive sense of the word It offers enough step by step guidance to give students the confidence they need to move forward independently At the same time it does not sidestep the theoretical complexities conflicts and confusions surrounding the world of organizational culture and cultural analysis The book is well conceived usefully structured and filled with application exercises that really make sense and are pedagogically justified My students found it to be both accessible and stimulating John Gribas Idaho State University What is organizational culture And how might knowledge of culture improve our organizational performances This stimulating workbook guides students through data collection analysis interpretation and application of organizational culture data using a practical five step process It begins by explaining theories on which organizational culture is based It then provides guides for gathering information to help improve organizational performance Based on more than 20 years of experience in using this approach with hundreds of students the authors help students apply cultural insights to fostering diversity supporting organizational change making leadership more dynamic exploring the link between ethics and culture and making organizations more effective overall **Organizational Behavior** Joseph E. Champoux, 2010-09-07 Presents an introduction to the field of organizational behavior This title follows a practical approach that shows the power of organizational behavior theory for understanding one's behavior and the behavior of others in any organization *Trans-Cultural Leadership for Transformation* I. Derungs, 2010-11-30 Challenging and innovative in its approach this book explores leadership development on many different levels in an era of internationalization when societies and organizations are becoming increasingly multicultural and undergoing many changes The focus is on the correlation of culture leadership and organization in transition **Understanding Your Social Agency** Armand Lauffer, 2010-11-16 Provides readers with an array of lenses for looking at a social agency from the outside in and from the inside out This highly accessible text takes into account the organizational dynamics that readers are likely to have experienced and provides them with the conceptual tools for reassessing their understanding and considering how to act on their new insights Renowned scholar Armand Lauffer shows readers how to apply organizational theories to challenges they confront at work and to uncover other challenges they may not yet be aware of *Performance Consulting* William J. Rothwell, 2013-12-16

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American Book Publishing Record, 2003

Human Diversity in Action Kenneth Cushner, 2006

Organizational Culture and Leadership Edgar H. Schein, 2016-12-07 The book that defined the field updated and expanded for today's organizations Organizational Culture and Leadership is the classic reference for managers and students seeking a deeper understanding of the inter relationship of organizational culture dynamics and leadership Author Edgar Schein is the father of organizational culture world renowned for his expertise and research in the field in this book he analyzes and illustrates through cases the abstract concept of culture and shows its importance to the management of organizational change This new fifth edition shows how culture has become a popular concept leading to a wide variety of research and implementation by various organizations and expands the focus on the role of national cultures in influencing culture dynamics including some practical concepts for how to deal with international differences Special emphasis is given to how the role of leadership varies with the age of the organization from founding through mid life to old age as the cultural issues vary at each stage How culture change is managed at each stage and in different types of organizations is emphasized as a central concern of leader behavior This landmark book is considered the defining resource in the field Drawing on a wide range of research this fifth edition contains 25 percent new and revised material to provide the most relevant new concepts and perspectives alongside the basic culture model that has helped to define the field Dig into assumptions and typologies to decipher organizational culture Learn how culture begins thrives or dies with leadership Manage cultural change effectively and appropriately Understand the leader's role in managing disparate groups The resurgence of interest in organizational culture has spurred an awakening in research and new information is continuously coming to light Outdated practices are being replaced by

more effective methods and the resulting shift affects organizations everywhere Organizational Culture and Leadership is an essential resource for scholars consultants and leaders seeking continuous improvement in the face of today s business realities The Bridge ,1976 *A Closer Look at Organizational Culture in Action* Suleyman Davut Göker,2021

Rethinking Organizational Culture David Collins,2021-04-01 What is organizational culture Why does it matter This book demonstrates that conventional wisdom on this fundamental business topic has surpassed its usefulness The author wants neither to praise scholarship on culture nor to bury it rather he wants to build something fit for purpose by reflecting on the power of stories and storytelling Rethinking Organizational Culture argues that that the entrenched models of organizational culture wrench thinking feeling and action from a context that intuition warns us are complex and problematic Arguing that novels and novelists offer an opportunity to redeem organizational culture the text invites readers to recognise that stories of organization offer connections with organizational profanity organized polyphony and the organizationally prosaic A stimulating and provocative read this book will be welcomed by students scholars and reflective practitioners across the business field Nursing Leadership American Organization of Nurse Executives,1993

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