

# HOME WORK

## Team-based Exercise

### NHSAI-ENSIA's CULTURE

The purpose of this exercise is for you to find out and explore how organisational culture is transmitted through observable artefacts. This exercise uses groups. Therefore you are asked to use Your team as the basis. The exercise has the following steps:

***1. Using the table below, consider the observable artefacts that, your team members think, transmit the organisational culture of your National High School.***

Symbols	Think about the logo and images associated with your National High School. What message do they convey about NHSAI-ENSIA's culture?
Physical Structures	Think about the most visible physical structures on campus. What do those structures say about NHSAI-ENSIA's culture?
Language	Think about the jargon, slang, slogans and saying associated with your School. What insights do they offer into NHSAI-ENSIA's culture?
Stories	What anecdotes, accounts, legends, and myths are associated with your School? What message do they convey about NHSAI-ENSIA's culture?
Rituals	What are the daily or weekly routines that occur at your School, and what do they say about the culture at NHSAI-ENSIA?
Ceremonies	What are the formal events and celebrations that occur at NHSAI-ENSIA, and what cultural signs do they convey?

***2. Consider the sorts of values listed in the next following table. If you consider the symbols, physical structures, language, stories, rituals, and ceremonies identified in Step 1, what core values that seem to summarise your School's***

*culture? Using a chart or laptop list the one value that seems to be **MOST CENTRAL** to your National High School's culture. Then list the three cultural artefacts that are most responsible for transmitting that core value. Present your results for discussion with another team or even the other teams.*

## Values used to judge Fit with Culture

Flexibility	Adaptability
Stability	Predictability
Being innovative	Take advantage of opportunity
A willingness to experiment	Risk taking
Being careful	Autonomy
Being rule oriented	Being analytical
Paying attention to details	Being precise
Being team oriented	Sharing info. freely
Emphasising a single culture	Being people oriented
Fairness	Respect for the individual's rights
Tolerance	Informality
Being easy going	Being calm
Being supportive	Being aggressive
Decisiveness	Action oriented
Taking initiative	Being reflective
Achievement orientation	Being demanding
Taking individual responsibility	High expectations for performance
Opportunities for growth	High pay for good performance
Security of employment	Offers praise for + performance
Low level of conflict	Confronting conflicts directly
Developing friends at work	Fitting in
Working in collaboration with others	Enthusiasm for the job
Working long hours	Not constrained by rules
Having an emphasis on quality	Being distinctive from others
Having a good reputation	Being socially responsible
Being results oriented	Having a clear guiding philosophy
Being competitive	Being highly organised

### INSPIRED BY PROF. OUKIL FROM:

*C.A. O'Reilly, J.A. Chatman, and D.F Cadwell (1991): "People and Organisational Culture: A Profile Comparison Approach to Assessing Person Organisation Fit", Academy of Management Journal, Vol. 34. Pp. 487-516*

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**NO SUBMISSION REQUIRED**