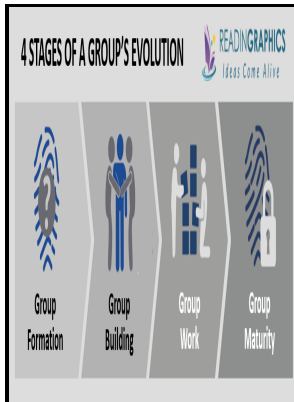


# Organizational culture and leadership

## Jossey-Bass - Organizational culture and leadership



Description: -

- Leadership  
Culture  
Corporate culture  
Organizational culture and leadership

- The BBC TV Shakespeare (British Broadcasting Corporation)

Jossey-Bass social and behavioral science series.

Jossey-Bass management series.

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Organizational culture and leadership

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Tags: #The #Role #of #Leadership #in #Shaping #Organizational #Culture

### The Role of Leadership in Shaping Organizational Culture

Employees are united by curiosity; leaders emphasize innovation, knowledge, and adventure.

### Book Summary

Culture is rooted in the everyday values, interactions, and behaviors experienced at an organization. It resides in shared behaviors, values, and assumptions and is most commonly experienced through the norms and expectations of a group—that is, the unwritten rules.

### Book Summary

Where a leader could use the referent power to reduce the pressure out of the workers, or informational power to explain and have a rational dialogue with his followers. Although the company had historically focused on developing leaders from within—who were natural culture carriers—recruiting outsiders became necessary as it grew. These eight styles fit into our integrated culture framework according to the degree to which they reflect independence or interdependence people interactions and flexibility or stability response to change.

### The Role of Leadership in Shaping Organizational Culture

Culture Typologies Typologies are abstract construct that are derived from factor analyzing perceptual data. Employees are united by a drive for capability and success; leaders emphasize goal accomplishment.

### The Role of Leadership in Shaping Organizational Culture

Although the data indicated that the development of an organizational culture is related to the behavior of its leaders, the results failed conclude whether this affected their attitudes or behavior as employees. Lastly, there were 22 questions in the organizational culture section. The questionnaires used exploratory factor analysis.

### Organizational culture and leadership

It is much easier to draw on the strengths of the culture than to overcome the constraints by changing the culture. Referent power, Sherif 1936 Newcom 1958 and Merton 1957 , which consists of achieving the target that evaluates the influencing agent behavior and beliefs.

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