

Organizational culture Case study analysis

Objectives:

- Understand how organisational culture is formed and sustained.
- Analyse the impact of leadership on organisational culture.
- Develop the ability to critically evaluate different organisational cultures and their alignment with strategic goals.

Requirements: Each group listen a podcast about a company and analyze the organizational culture of the company assigned.

Company	Link of podcast	Group
Netflix	How Netflix Reinvented HR with Patty McCord https://podcasts.apple.com/us/podcast/how-netflix-reinvented-hr-with-patty-mccord/id1479056889?i=1000498319125	1, 2
Pixar	The Creative Power of Misfits https://podcasts.apple.com/us/podcast/the-creative-power-of-misfits/id1346314086?i=1000431105765	3, 4
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Zappos	The Zappos Holacracy Experiment https://hbr.org/podcast/2016/07/the-zappos-holacracy-experiment	6
Microsoft	Microsoft's CEO on Rediscovering the Company's Soul https://podcasts.apple.com/us/podcast/microsofts-ceo-on-rediscovering-the-companys-soul/id152022135?i=1000392850274	7, 8
Starbucks	How Starbucks Built an Empire with Empathy - Howard Schultz https://podcasts.apple.com/us/podcast/how-starbucks-built-an-empire-with-empathy-howard-schultz/id1191831935?i=1000433277242	9, 10

Instructions:

1. Pre-listening Task:
 - o Research the company mentioned in the podcast and understand its industry, competitive landscape, and any major cultural challenges they face.
2. While-listening Task:
 - o Focus on how the podcast describes the company's core values, leadership styles, employee behaviour, and any rituals or symbols that define the culture.
3. Post-listening Task:
 - o Students should reflect on how the company's organisational culture affects its overall performance, employee satisfaction, and innovation.

You could analyze based on the following guiding questions:

1. **Cultural Elements:** What are the main components of the company's organisational culture? Are there any dominant values, norms, or rituals mentioned?
2. **Leadership Influence:** How do the leaders of the organisation influence its culture?
3. **Cultural Alignment:** How does the organisational culture align with the company's strategy, mission, and goals?
4. **Strengths and Weaknesses:** What are the strengths and potential weaknesses of the company's organisational culture? How might these impact employee engagement or performance?

Organizational Culture Case Studies

M Tight



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