Culture – An Integrator’s Model

Examples Include

- Enterprise vision, mission, value statements
- Brand identity and connotation
- Business model & operating strategy
- Physical atmosphere and work environment

- Decision styles, power & authority
- Involvement, access to information
- Spending authorities
- Work-life practices, “clock-speed”

- What ACTUALLY gets rewarded
- Leadership behaviors
- Response to crisis events
- History -- “Legends & Lore”

Norms and expectations driven by…

Symbols & Strategies

Work Processes & Protocols

Core Values, Beliefs & Historical Behaviors