Culture And Values

#culture and values #organizational culture #company values #workplace culture #corporate ethics

Explore the profound impact of culture and values on individual and organizational success. This resource delves into understanding how strong organizational culture and well-defined company values shape identity, drive performance, and foster a positive workplace environment. Discover actionable insights to cultivate and maintain a thriving culture rooted in core values for sustained growth.

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Culture and Values at the Heart of Policy Making

Why do so many government policies fail to achieve their objectives? Why are our political leaders not held to account for policy failures? Drawing on his years of experience as a senior government policy maker, as well as on global research, Stephen Muers uses examples ranging from the collapse of the Soviet Union to Cold War Germany, the election of Donald Trump and the Brexit referendum to expose the crucial impact culture and values have on policy success and political accountability. This illuminating study sets out why policy makers need to take culture seriously, how culture and values shape the political system and presents essential, practical recommendations for what governments should do differently.

Startup CEO

You're only a startup CEO once. Do it well with Startup CEO, a "master class in building a business." —Dick Costolo, Former CEO, Twitter Being a startup CEO is a job like no other: it's difficult, risky, stressful, lonely, and often learned through trial and error. As a startup CEO seeing things for the first time, you're likely to make mistakes, fail, get things wrong, and feel like you don't have any control over outcomes. Author Matt Blumberg has been there, and in Startup CEO he shares his experience, mistakes, and lessons learned as he guided Return Path from a handful of employees and no revenues to over $100 million in revenues and 500 employees. Startup CEO is not a memoir of Return Path's 20-year journey but a thoughtful CEO-focused book that provides first-time CEOs with advice, tools, and approaches for the situations that startup CEOs will face. You'll learn: How to tell your story to new hires, investors, and customers for greater alignment How to create a values-based culture for speed and engagement How to create business and personal operating systems so that you can balance your life and grow your company at the same time How to develop, lead, and leverage your board of

directors for greater impact How to ensure that your company is bought, not sold, when you exit Startup CEO is the field guide every CEO needs throughout the growth of their company.

Changing Values, Persisting Cultures

In 1981, the European and World Values surveys started the empirical investigation of cultural values on a global scale. This volume builds upon the findings of these surveys and analyzes value change in a number of key countries around the globe. The authors track value change and stability in their respective countries during the last decade (the last two decades where data are available) of the 20th century. All authors have been actively involved in value surveys and have a great deal of expertise in countries that they write on. Thus, the volume is a valuable complement to studies that deal with the topic from a global perspective without providing any detail about individual societies. The countries covered are: Argentina, Austria, Canada, Denmark, France, Germany, Mexico, the Netherlands, South Africa, South Korea, Spain, Sweden, Turkey and the United States.

Culture Matters

Prominent scholars and journalists ponder the question of why, at the beginning of the twenty-first century, the world is more divided than ever between the rich and the poor, between those living in freedom and those under oppression.

Cultural Values in Strategy and Organization

The field of strategy science has grown in both the diversity of issues it addresses and the increasingly interdisciplinary approaches it adopts in understanding the nature and significance of problems that are continuously emerging in the world of human endeavor. These newer kinds of challenges and opportunities arise in all forms of organizations, encompassing private and public enterprises, and with strategies that experiment with breaking the traditional molds and contours. The field of strategy science is also, perhaps inevitably, being impacted by the proliferation of hybrid organizations such as strategic alliances, the upsurge of approaches that go beyond the customary emphasis on competitiveness and profit making, and the intermixing of time-honored categories of activities such as business, industry, commerce, trade, government, the professions, and so on. The blurring of the boundaries between various areas and types of human activities points to a need for academic research to address the consequential developments in strategic issues. Hence, research and thinking about the nature of issues to be tackled by strategy science should also cultivate requisite variety in issues recognized for research inquiry, including the conceptual foundations of strategy and strategy making, and the examination of the critical roles of strategy makers, strategic thinking, time and temporalities, business and other goal choices, diversity in organizing modes for strategy implementation, and the complexities of managing strategy, to name a few. This book series on Research in Strategy Science aims to provide an outlet for ideas and issues that publications in the field do not provide, either expressly or adequately, especially as regards the comprehensive coverage deserved by certain emerging areas of interest. The topics of the volumes in the series will keep in view this objective to expand the research areas and theoretical approaches routinely found in strategy science, the better to permit expanded and expansive treatments of promising issues that may not sufficiently align with the usual research coverage of publications in the field. Cultural Values in Strategy and Organization contains contributions by leading scholars on the role of cultural values in the field of strategy science research. The 11 chapters in this volume cover the topics of ecological organizing and evolving cultural values, corporate cultural responsibility, cultural integration in mergers and acquisitions, culture and paradoxical frames, cultural values in the fair trade market, national culture and legitimacy, family businesses as values-driven organizations, cultural intelligence of executives, building an alliance culture, personal values of civil engineers and architects, and cultural characteristics of Chilean and Brazilian workforces. The chapters collectively present a wide-ranging review of the noteworthy research perspectives on the role of cultural values in strategy and organization.

Built on Values

Most leaders know that a winning, engaged culture is the key to attracting top talent—and customers. Yet, it remains elusive how exactly to create this ideal workplace —one where everyone from the front lines to the board room knows the company's values and feels comfortable and empowered to act on them. Based on Ann Rhoades' years of experience with JetBlue, Southwest, and other companies known for their trailblazing corporate cultures, Built on Values reveals exactly how leaders can create

winning environments that allow their employees and their companies to thrive. Companies that create or improve values-based cultures can become higher performers, both in customer and employee satisfaction and financial return, as proven by Rhoades' work with JetBlue, Southwest Airlines, Disney, Loma Linda University Hospitals, Doubletree Hotels, Juniper Networks, and P.F. Chang's China Bistros. Built on Values provides a clear blueprint for how to accomplish culture change, showing: How to exceed the expectations of employees and customers How to develop a Values Blueprint tailored to your organization's goals and put it into action Why it's essential to hire, fire, and reward people based on values alone, and How to establish a discipline for sustaining a values-centric culture Built on Values helps companies get on the pathway to greatness by showing the exact steps for either curing an ailing company culture or creating a new one from scratch.

Organisational culture as a management tool

Seminar paper from the year 2005 in the subject Leadership and Human Resource Management - Miscellaneous, grade: 72%, University of Bradford (School Of Management), course: Organisational Behaviour, language: English, abstract: This assignment aims at discussing whether a strong organisational culture which can be used as a tool of management control helps to both motivate staff and improve company performance and should therefore be encouraged. Organisational culture can be defined as "the basic values, ideologies and assumptions which guide and fashion individual and business behaviour." (Wilson and Rosenfeld 1990, p.229). Following Schein, organisational culture can be subdivided into three levels, representing the visibility to the observer. Most visible are the culture's artefacts or surface manifestations, including organisational structure, processes, physical environment, technology and products, employees clothing, manners of address as well as language and company myths. These and other artefacts can be discovered while interacting with the organisation as an employee, customer or other stakeholder. The second level are espoused beliefs and values. The companies set of values normally establishes over a long period emerging from the founders and managements own mindset. These values are (or better should be) adopted by all employees as a part of their own values and beliefs and are also manifested as stated company values. The third and most in-depth level of organisational culture are the underlying basic assumptions. They evolve when beliefs and values become treated as reality, though they are never visible to an observer and can be described as the company's own culture (Schein 2004). An important factor, when looking at organisational culture is the similarity or differences of the management's and the employee's view of corporate culture. A high match of organizational culture levels results in a strong organisational culture whereas differences in both groups' mindsets lead towards a weak culture. Important thereby is not only a match of the culture's manifestations, which only leads to a superficial strong culture, much more significant is sharing of the same values and underlying assumptions (Hartog and Verburg 2004). In a strong organisational culture, common thinking and views between employers and employees may eventually result in a better working atmosphere, an alignment of the workforce and ultimately in better performance (Deal and Kennedy 2000). Weak corporate cultures on the other hand are marked by less shared values, beliefs and assumptions and are less stringent in its thinking but are therefore also more open to changes and fluctuations. [...]

Perspectives on Culture, Values, and Justice

Discusses cultural values and their development, universal cultural patterns, cultural change and its impact, and subcultures. Identifies basic American values and rules of etiquette.

Understanding Cultural Values

Expanded and updated to include new topics, illustrations, photographs, and readings, with completely redesigned timelines and maps, this edition of Culture and Values continues to combine balanced coverage of literature, art, music, and philosophy with sociological insight into the daily life of the characters in the unfolding drama of Western civilisation.

Culture and Values

Textbook for undergraduate students describing significant landmarks of Western civilization's heritage with a focus on high culture. Significant revisions include a completely rewritten chapter on the biblical tradition, and the addition of highlighted or "boxed" features. Includes reading selections, maps, and photographed works of art. Annotation copyrighted by Book News, Inc., Portland, OR

Culture and Values

This book explores three central concepts, namely justice and human rights, ethics and values, and intercultural learning. These are important to everyone in a multicultural society and of special interest to students and scholars of philosophy, cultural studies, religious studies, and other related disciplines. In this volume, a pluralistic approach is adopted to examine ethical and value questions. Accordingly, readers will learn much from the interaction between Western and Eastern methods of ethical inquiry. The impetus for this collection of essays is the notion that cultural diversity represents a source of exchange, innovation and creativity. Consequently, cultural diversity is as critical for humankind as biodiversity is for nature. Furthermore, cultural diversity is a property of the entire community, just as biodiversity is a property of the entire ecosystem. Therefore, understanding and learning from cultural pluralism is as central to social and cultural stewardship as protection and restoration are to biological diversity. Within the pages of Perspectives on Culture, Values, and Justice readers will experience a growth in perspective and a greater understanding of issues of culture, value, and justice. A major starting point for these contemplations is that culture and values are integral to our identity and the essence of who we are and what we do.

Perspectives on Culture, Values, and Justice

This study analyzes American, Vietnamese and Japanese personal values, attempting to understand how it can be ethnographers find large differences in values between cultures, yet empirical surveys find relatively small, almost trivial differences in personal values between cultures.

A Study of Personal and Cultural Values

Geert Hofstede has completely rewritten, revised and updated Culture's Consequences for the twenty-first century, he has broadened the book's cross-disciplinary appeal, expanded the coverage of countries examined from 40 to more than 50, reformulated his arguments and a large amount of new literature has been included. The book is structured around five major dimensions: power distance; uncertainty avoidance; individualism versus collectivism; masculinity versus femininity; and long term versus short-term orientation.

Culture's Consequences

øIt would be unusual for a framework as powerful and predictive as the Competing Values Framework to remain unchallenged and absent of criticism. In addition to updating the examples and references, this second edition provides a new chapter motivated

Competing Values Leadership

This groundbreaking book examines the ways in which questions of culture and diversity impact on the values and ethics of social work. Using detailed case studies to illustrate key points for practice, Richard Hugman discusses how social workers can develop cross-cultural engagement in practice and work creatively with the tensions it sometimes involves. Debates rage over whether there is a core set of unchangeable social work values or whether they might be different at different times and for different people. This textbook proposes a new approach of 'ethical pluralism' for social work practice, in which both shared humanity and the rich variety of cultures contribute to a more dynamic way of understanding social work's underpinning values and ethics. In particular, this book explores the implications of a pluralist approach to ethics for the central questions of: Human rights and social justice Caring relationships Social and personal responsibilities Agency and autonomy Values such as truth, honesty, openness, service and competence. It is vital that social workers understand the values and ethics of their profession as a crucial part of the foundations on which practice is built and this is the only text to explore the connections between culture, values and ethics and fully develop the pluralist approach in social work. Culture, Values and Ethics in Social Work is essential reading for all social work students and academics.

Power and Shared Values in the Corporate Culture

The shifting influence of growing organizational cultures and individual standards has caused significant changes to modern organizations. By creating a better understanding of these influences, the quality of organizations can be improved. Exploring the Influence of Personal Values and Cultures in the Workplace is a pivotal reference source for the latest research on how culture and personal

values shape and influence employees' actions, behaviors, and leadership styles. Featuring extensive coverage on relevant areas such as psychological health, career management, and job satisfaction, this publication is an ideal resource for practitioners, professionals, managers, and researchers seeking innovative perspectives on the impact of personal values and cultures in the workplace.

Culture, Values and Ethics in Social Work

Drawing on case studies from the fields of cultural history, aesthetics, literature, film, gender studies, art history and theory, design history, and museology, this collection of thirteen essays provides a wide-ranging and multifaceted analysis of how the assignment of cultural values is changed, displaced, transferred, and acquired.

Research on Culture and Values

Although a growing number of researchers emphasize the social and psychocultural aspects of motivation and motivation theory, few books have provided much coverage beyond well-tread studies of physiological and biological factors and theories. Motivation and Culture brings together eighteen writers with a variety of academic backgrounds and cultural experiences to explore the way that culture impinges on motivation. Exploring topics such as personal values and motives, intercultural exchange in the workplace, the intrapsychic process and the nexus between biology and culture, they formulate theories of motivation that can be applied in the modern multicultural world. Contributors include: Dona Lee Davis, Russell Geen, Joan Miller, John Paul Scott, William Wedenoja, Elisa J. Sobo and Stephen Wilson.

Exploring the Influence of Personal Values and Cultures in the Workplace

Scientific Essay from the year 2008 in the subject Business economics - Business Management, Corporate Governance, grade: Distinction, University of Western Sydney (School of Management), course: Human Resource Strategy, 10 entries in the bibliography, language: English, abstract: The organisational culture as a complex and multilayer concept and embraces regarding to Cameron and Quinn "...the taken-for-granted values, underlying assumptions, expectations, collective memories and definitions present in an organisation" (2006, p. 16). Regarding to Lasher (1999) the term of organisational culture describes the general operating mode and the character of an organisation. Further the organisational culture is often distinguished between the external visible and the hidden section (Lewis, 1998). The culture of an organisation becomes visibly manifested in its lived politics, processes, symbols and behaviours. While the emotions, beliefs and values of organisational members as well as the fundamental basic assumptions respectively the 'Paradigm' in the inner core of an organisation cause the hidden part of an organisational culture (Lewis, 1998). The employees take an outstanding position. They mark and affect the organisational culture and develop it to an organisation with a unique character. In this respect HRM is of substantial importance for the perceived culture. In their 'Cultural Web' concept Johnson, Scholes and Whittington (2005) focused on the extrinsic observable elements of an organisational culture and factored out the abstract and hidden cultural part of emotions, beliefs and values. The 'Cultural Web' represents the organisational assumptions - which are taken for granted and become manifest in the everyday behaviour of the organisational members - in six dimensions of cultural artefacts. Each dimension describes a certain aspect of the operating mode and behaviour in an organisation. The subsequent figure shows the 'Cultural Web' respectively the six manif

Assigning Cultural Values

Values-driven organizations are the most successful organizations on the planet. This book explains that understanding employees' needs—what people value—is the key to creating a high performing organization. When you support employees in satisfying their needs, they respond with high levels of engagement and willingly commit their energies to the organization, bringing passion and creativity to their work. This new edition of The Values-Driven Organization provides an updated set of tools to assess corporate culture, new case studies on cultural transformation and additional materials on sustainability, measuring cultural health at work and the specific needs of the millennial generation. The Values-Driven Organization is essential reading for students, researchers and practitioners of organizational change, leadership, HRM and business ethics.

Motivation and Culture

Culture is dynamic. But in cultural (ethnic) groups certain elements of culture such as cultural values relating to the family are regarded indispensable for social order, and therefore for the survival of the society. Accordingly those concerned strive to maintain social order by rediscovering what they regard as traditional cultural values. The thesis of this study is: the process of the development of cultural values relating to the family can be defined as "Spiral Involution"; namely a development through interparticipative stages, each stage (past or present) participating in the other, as impulse to further development. Therefore the proposition of this study is: dialogal-value-system-concordance, a conscious intervention by those concerned through dialogue towards optimal social order.

Corporate Culture and Group Values at Dicom Group Plc

In Values, Nature, and Culture in the American Corporation, distinguished ethicist William Frederick explores issues of fundamental importance to all who aspire to conduct their business affairs ethically. He begins with an examination of the three value systems in business that are basically incompatible, and therefore in constant tension. The first is the need for managers to efficiently allocate resources for maximum profits. The second is the natural tendency for managers, in pursuit of the first goal, to accumulate power for its own sake. The third is the desire for people in the community to create relationships that will perpetuate these communities. Frederick brings in a range of ideas and concepts from the social sciences as well as the natural sciences to illuminate his discussion. In the final section of the book he explores a range of issues of current concern to managers, including corporate culture and technology.

The Values-Driven Organization

Management and Cultural Values examines the influence of (culturally derived) social values on indigenous management practices and work activities. The authors focus on Asian organizations which exemplify the successful blending of traditional social values, attitudes and institutional norms with the demands of techno-economic systems.

Cultural Values and the Family Beyond Year 2000

What are values? How are they different from attitudes, traits, and specific goals? How do our values influence our behavior, and vice versa? How does our culture and environment impact the relationship between values and behavior? These questions and more are rigorously examined by prominent and emerging scholars in this significant volume Values and Behavior: Taking A Cross Cultural Perspective. Personal values are cognitive representations of abstract, desirable motivational goals that guide the way individuals select actions, evaluate people and events, and explain their actions and evaluations. The unique features of values have implications for their impact on behavior. People are highly satisfied with their values and perceive them as close to their ideal selves. At the same time, however, daily interpersonal interaction reveals that individuals hold different, sometimes opposing, value profiles. These individual differences are even more apparent when individuals from different cultures interact. The collected chapters address the links between values and behavior from a cultural perspective. They review studies conducted in various cultures and discuss culture as a moderator of the relationships between values and behavior. Structurally, part I of the volume discusses what values are and how they should be measure; part II then examines the contents of the relationships between values and behavior in different life-domains, including prosocial behavior, aggression, behavior in organizations and relationships formation. Part III explores some of the moderating mechanisms that relate values to behavior. Taken together, these chapters review and synthesize over twenty years of research on values and behavior, and propose new insights that have important implications for both research and for practice.

Values, Nature, and Culture in the American Corporation

A rare hard-hitting and insightful book with wide appeal. It deals with the cross-cultural impacts of a culturally diverse immigrant intake, and the potential for Asian cultural and spiritual values to influence Western thinking about democracy, human rights, and societal values. The content is compelling and the arguments convincing.

Management and Cultural Values

In the context of cultural pluralism, volumes 1-3 deal with values diversity in education covering the levels of systems, institution and classroom; volumes 4-6 focus on moral education, religious and spiritual education, and political and citizenship education.

Values and Behavior

Explores how historical, artistic, and technological developments and cross-cultural exchange have altered our conceptions of creativity.

The Karma of Culture

Fischer uses evolutionary psychology to explain why people's personality and values are both similar and different across cultures worldwide.

Education, Culture, and Values

One of the most significant and yet largely overlooked factors influencing performance and workplace problem solving in many large organizations is that of national culture. Managers, and the organizations for which they work, need to be able to understand the influence of cultural values and beliefs on performance in order to identify appropriate solutions; strategies appropriate in one part of the world may be ineffective or even counter-productive in another. Bryan Hopkins' ground breaking book relates the concept of cultural dimensions, as developed by writers such as Hofstede and Trompenaars, to the performance engineering approaches of Gilbert and Mager and Pipe, to show how strategies for solving workplace performance problems need to consider the cultural composition of the workforce. It then provides a practical structure for problem solving within the context of an international, multi-cultural environment. This is a book for both managers working in an international setting or for those in national organizations who are dealing with the challenge of culturally diverse workforces. It's also a book for governments seeking to understand the potential implications of national culture on civilian or even military interventions.

Creativity and Beyond

This engaging book draws on established theoretical work, including that of Simmel, Marx, McLuhan, Barthes and Baudrillard as well as a range of contemporary empirical work from many humanities disciplines. It uses ideas drawn from this work to explore how we interact with objects in our everyday lives. These are not merely functional relationships with things but are connected to the way we relate to other people and the culture of the particular society we live in - they are social relations.

Personality, Values, Culture

Developing Cultures: Essays on Cultural Change is a collection of 21 expert essays on the institutions that transmit cultural values from generation to generation. The essays are an outgrowth of a research project begun by Samuel Huntington and Larry Harrison in their widely discussed book Culture Matters the goal of which is guidelines for cultural change that can accelerate development in the Third World. The essays in this volume cover child rearing, several aspects of education, the world's major religions, the media, political leadership, and development projects. The book is companion volume to Developing Cultures: Case Studies.(0415952808).

Cultural Differences and Improving Performance

Explores the common cultural values and traditions of Europe. This volume combines two possible approaches, examining both specific cultural traditions and specific values. It is suitable for those hoping to understand the common cultural ground in Europe.

Material Culture In The Social World

In many organizations, management is the biggest obstacle to successful Agile development. Unfortunately, reliable guidance on Agile management has been scarce indeed. Now, leading Agile manager Jurgen Appelo fills that gap, introducing a realistic approach to leading, managing, and growing your Agile team or organization. Writing for current managers and developers moving into management, Appelo shares insights that are grounded in modern complex systems theory, reflecting the intense complexity of modern software development. Appelo's Management 3.0 model recognizes that today's

organizations are living, networked systems; and that management is primarily about people and relationships. Management 3.0 doesn't offer mere checklists or prescriptions to follow slavishly; rather, it deepens your understanding of how organizations and Agile teams work and gives you tools to solve your own problems. Drawing on his extensive experience as an Agile manager, the author identifies the most important practices of Agile management and helps you improve each of them. Coverage includes • Getting beyond "Management 1.0" control and "Management 2.0" fads • Understanding how complexity affects your organization • Keeping your people active, creative, innovative, and motivated • Giving teams the care and authority they need to grow on their own • Defining boundaries so teams can succeed in alignment with business goals • Sowing the seeds for a culture of software craftsmanship • Crafting an organizational network that promotes success • Implementing continuous improvement that actually works Thoroughly pragmatic–and never trendy–Jurgen Appelo's Management 3.0 helps you bring greater agility to any software organization, team, or project.

Developing Cultures

Exploring Cultural Value presents ground breaking new research on the use of the cultural value lens to explain and investigate those areas of society where art and culture can have an impact or add value, beyond economic measures. The book develops and advances existing concepts around cultural value, and thus provides a deeper understanding of the impacts and value of the arts and cultural sectors. Contributions bridge academic disciplines and the current discourse of policy-makers, with sections exploring ways of thinking about cultural value, current developments in the field, and challenges for the future. Key themes illustrated throughout include alternative conceptual frameworks of cultural value, national/regional/urban perspectives, evidence from practice, and discussion of how the challenges facing the sectors can be addressed. Exploring Cultural Value combines academic research, case studies, and practitioner perspectives, making a robust and accessible contribution grounded in real world practice. It is a crucial resource for academics, practitioners and policy makers with an interest in the arts, and provides valuable insights into a facet of human endeavour all of us believe to be vital to society.

China's Cultural Values

Values Across Cultures and Times is a collection of sixteen articles examining the concept of values understood in its broadest sense as the need of the modern man to examine, redefine, and reconstruct previous theories, histories, moralities, social relationships, forms of language and language use. In times of great change, preserving traditional values seems to be particularly difficult, and the authors of these essays respond to the challenge, and approach the notion of changing values from the perspectives of literary studies and linguistics. The book opens with an introductory overview, followed by sixteen articles divided into three sections. The book is aimed at a broad academic audience, while the popular style of the articles also makes the volume appealing to a wider audience interested in different aspects of values. The authors of the articles come from Serbia, Macedonia, Bulgaria, Romania, and the United States.

The Cultural Values of Europe

This major critique on the important new discipline of cultural studies offers readings of Pierre Bourdieu, Michel de Certeau, Stuart Hall and Ernesto Laclau. The author argues for a new orientation for cultural studies starting from a recognition of the c

Management 3.0

Exploring Cultural Value