

Blindsided: Uncovering, Understanding, & Managing Organizational Culture

In Our Field

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Welcome



RECOMMENDATIONS

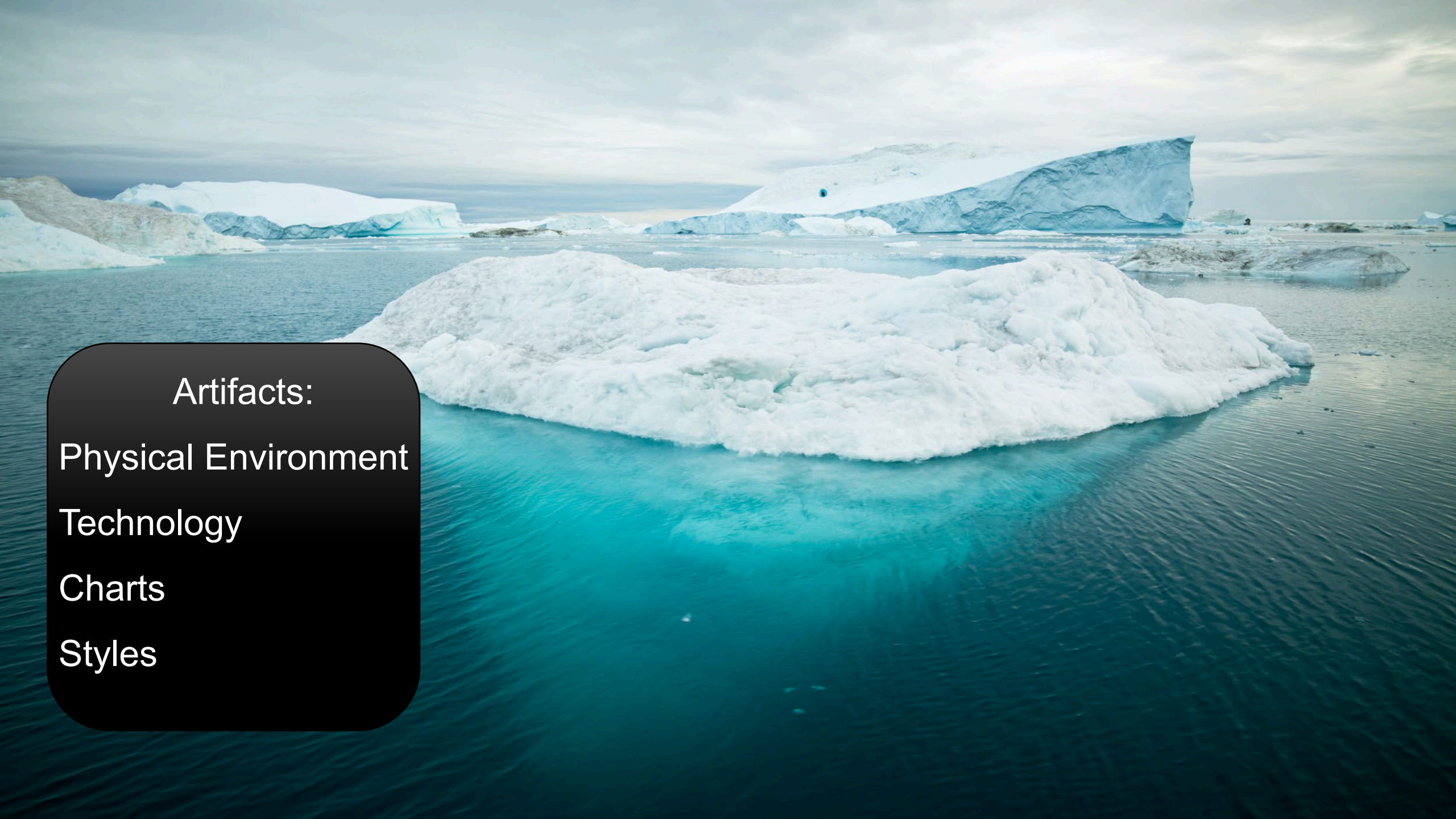




BLINDSIDED

Organizational Culture

- Artifacts
- Values
- Underlying Assumptions



Artifacts:

Physical Environment

Technology

Charts

Styles



Values

- Strategies
- Goals
- Philosophies

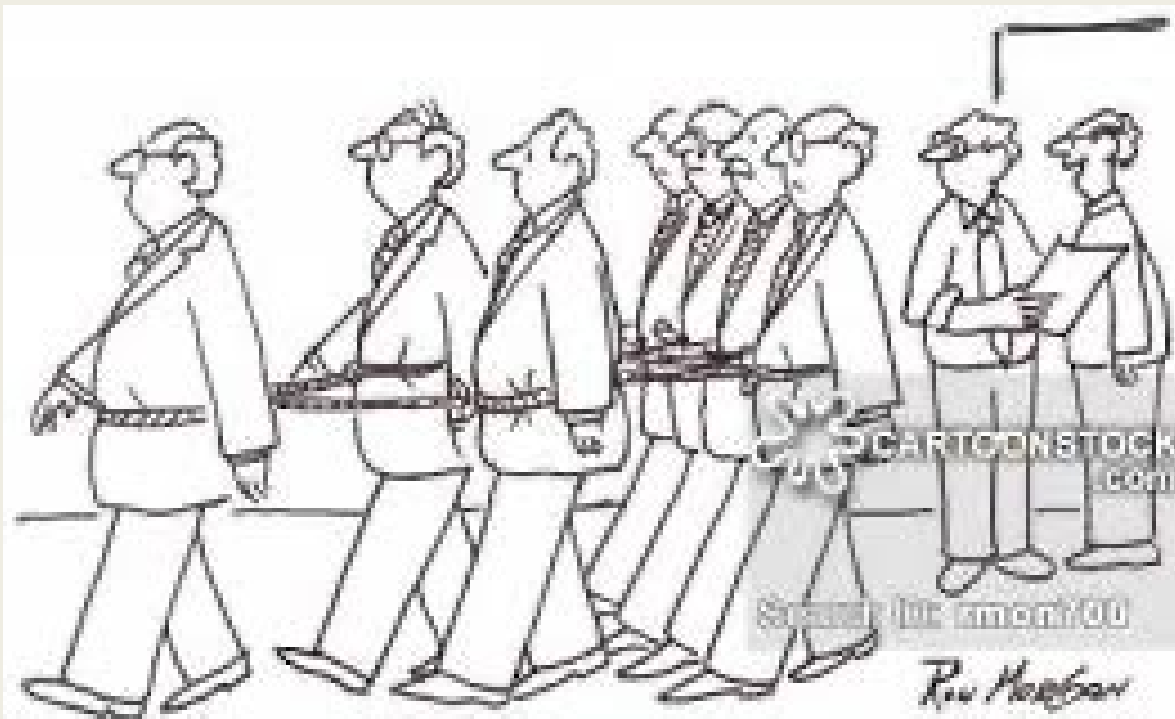


"I think it's time to rein in Henderson."



Underlying Assumptions

- Beliefs
- Habits
- Thoughts
- Feelings



"He takes his organization chart seriously."



DAILY BLINDSIDING-



UNCOVERING





- ✓ Belonging
- ✓ Social Conformity
- ✓ Acceptance

<https://www.youtube.com/watch?v=TrTk6DsEJ2Q>



Understanding



- ❖ 1- Acknowledge the Bubble
- ❖ 2- Understand the Bubble
- ❖ 3- Use the bubble for good

Managing

-Reframe:

-Check Yourself

-Prototype

-Doing to much of what you love?

Boundaries

■ Personal



■ Professional



COHERENCE

GOOD
ENOUGH
FOR NOW



CODE OF ETHICAL BEHAVIOR