

Cracking the Code of Organizational Culture

Oregon ODN, February 17, 2010

#1 - Case study discussion questions:

With respect to Edgar Schein's model of culture:

1. What can you deduce about the culture of Omega Petroleum from the artifacts? What tacit (unspoken) assumptions are implied?
2. What core values should Phyllis Nelson and her leadership team espouse that fit Vista's external and internal challenges?
3. At an artifact level, how would you design Vista Chemical's new office layout? What messages would this send about the new culture desired?

