

Organizational Culture

Lemma

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Starting with the essence of what organizations are in general, nine Organizational Paradigms that form thresholds for perception, insight and transformation, are discussed. Next, the scientific concepts of organizational culture are presented.

How can we change organizational culture?

Based on the scientific research model of Lewin, several research type deliver inside into the phases of organizational culture transformation resulting in an intervention model.

How can we measure organizational culture change?

Using normal statistics result in interpretation errors and repeated surveys using the same questions (items) leads to unwanted learning effects. Therefore a psychometric model (the partial credit model within the Item Response Theory) is necessary.

How can we realize transformation?

Several different interventions and perseverences (long-term interventions) are given that can be used within the intervention model besides the necessity of good communication, reward and recognition to result in commitment to the transformation by all formal and informal groups and individuals.