

Leadership and Organizational Culture

Description: Culture influences every interaction in your organization. The understanding of how to develop a healthy organizational culture is central to effective leadership. The capacity for adaptivity and innovation to maintain competitive advantage in turbulent times is impacted by the culture of an organization. This course explores the connection between leadership and organizational culture. Participants will understand how organizational culture develops and evaluate the culture of their organization. A process of moving from the current culture to a preferred culture will be provided for participants to apply to their organizations.

Outline:

- Examine the impact of culture on an organization
- Clarify how organizational culture develops
- Evaluate the culture of your organization
- Make the connection between leadership and organizational culture
- Learn how leadership can change the culture of an organization
- Identify the strengths and weaknesses of your organization's culture
- Define the preferred culture for your organization
- Increase leadership effectiveness through you organization's culture

Objectives:

- Define and describe your organization's culture
- Identify the impact of your organization's culture on performance
- Practice leadership that leverages the strength of your organization's culture
- Intentionally address negative attributes of the organizational culture
- Change your organization by changing its culture
- Lead your organization to the culture that ensures high performance

Trainer:

J. Clint Anderson Ph.D. has 10 years of broad-based experience training in the areas of leadership and teamwork for both the business and non-profit sectors. He is also an experienced consultant in the areas of strategic planning, organizational culture and organizational development. In addition, Clint has extensive experience facilitating group dynamics and intervention, as well as proven coaching and mentoring skills that support both professional and personal development. The J. Clint Anderson Company exists to bring people together in a way that creates successful organizations built on effective teamwork that values the individual contributor. He has developed the Trimergent Leadership® System which includes Leading Self, Leading Teams, and Leading Organizations.