

# THE CULTURAL BLUEPRINT: A GUIDE TO ORGANIZATIONAL CULTURE

Presented by

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# LONE STAR COLLEGE-UNIVERSITY PARK



# ORGANIZATIONAL CULTURE

What is organizational culture?

Why is it important?

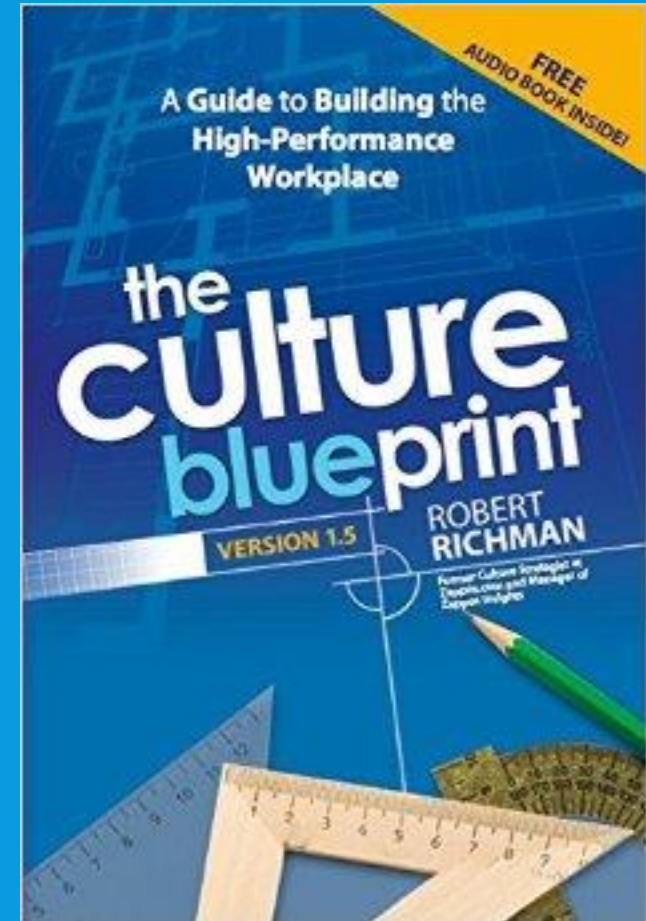


# WHERE OUR JOURNEY BEGAN

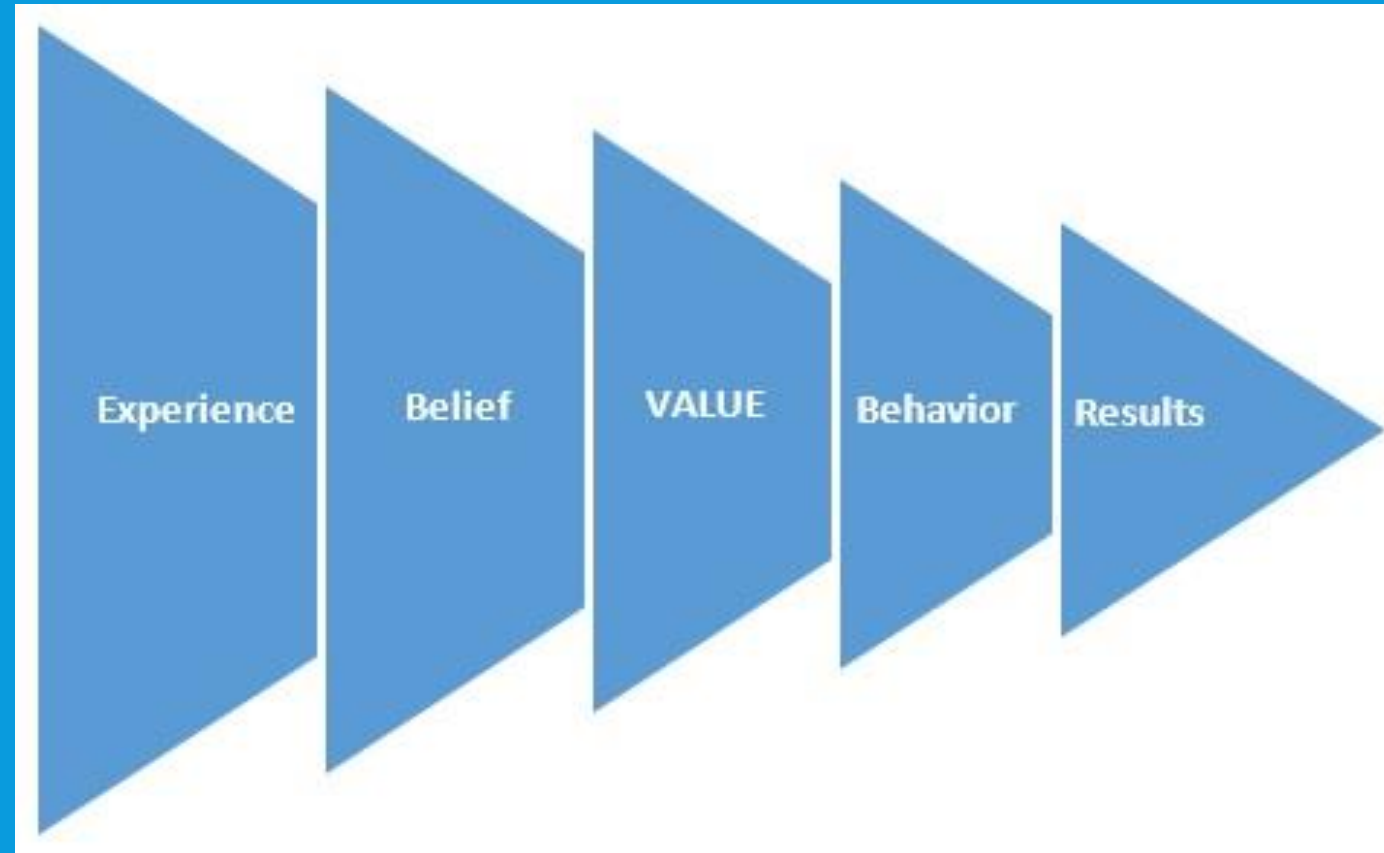


# THE CULTURE BLUEPRINT

“Culture is a Feeling”  
Robert Richman



# MINDSET MODEL (RICHMAN, 2014)



# CREATING VALUES

- **We formed culture crews:**
  - Staff
  - Students
  - Faculty
- **Starting point was defining values**
  - Culture crews discussed/Student groups polled
  - Leadership Retreat define
  - Executive Leadership polished
  - Culture crews developed working definitions
  - Culture Crews developed plan to roll out values



# LAYING THE FOUNDATION

- Attract and repulse
- Induct and Initiate
- Serve and deliver
- Engage and Sustain
- Share and Observe





# INDUCT & INITIATE/ROLL OF VALUES

- Culture crews were asked to develop a strategy to induct and initiate new employees and roll out the values to all employees
- Roll Out of Values
  - Must be more than purchasing product with the values on it
    - Faculty Culture Crew
      - Memorandum of Understanding
      - Activity with Adjuncts at Faculty Development Day
      - Introduce at Fall Convocation (Robert Richman spoke)

# INDUCT & INITIATE/ROLL OF VALUES

- Student Culture Crew
  - Welcome week based on the values
  - Introduce values through activity at New Student Orientation
- Staff Culture Crew
  - Create professional videos introducing values

# INDUCT & INITIATE/ROLL OF VALUES

- Induct and Initiate
  - I AM LEO campaign
  - Faculty and Staff Orientations
  - Pinning Ceremony

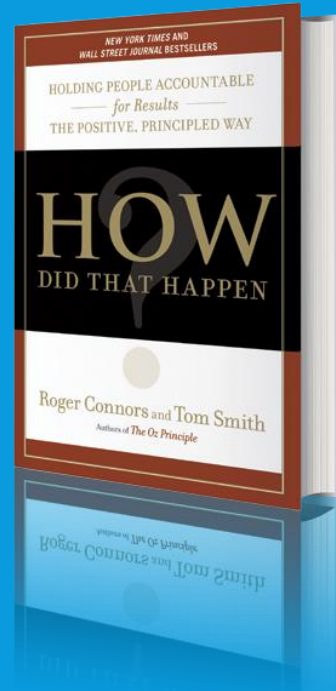
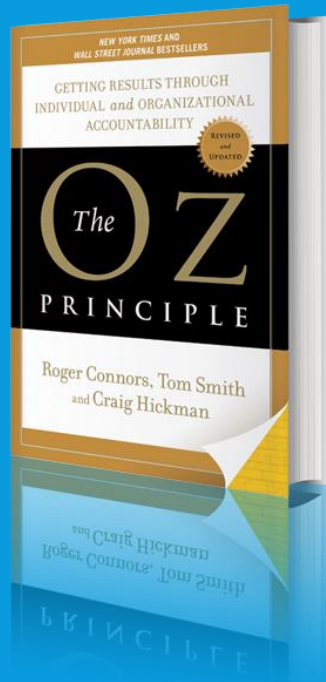


# TRANSITION TO NEW APPROACH

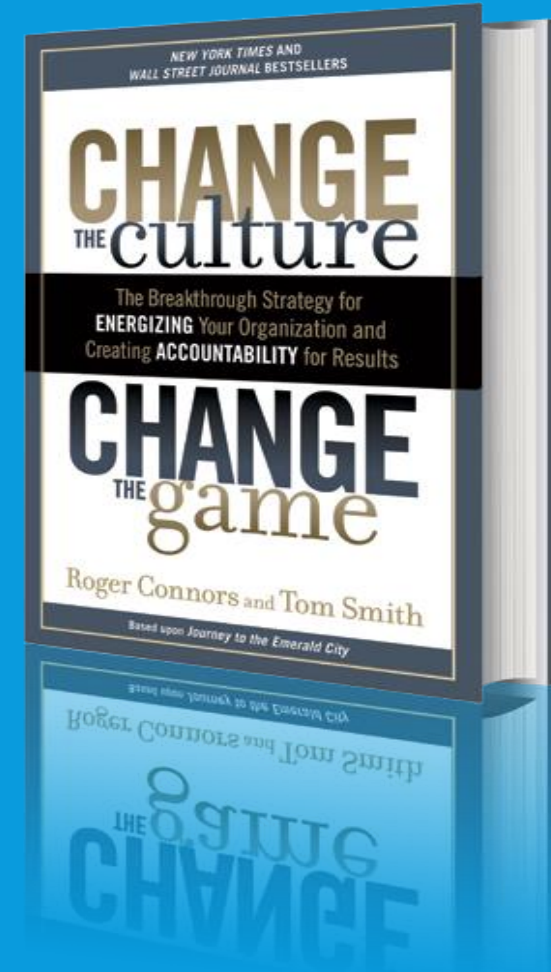
LSCS Strategic  
Goals/Key Results



# PARTNERS IN LEADERSHIP

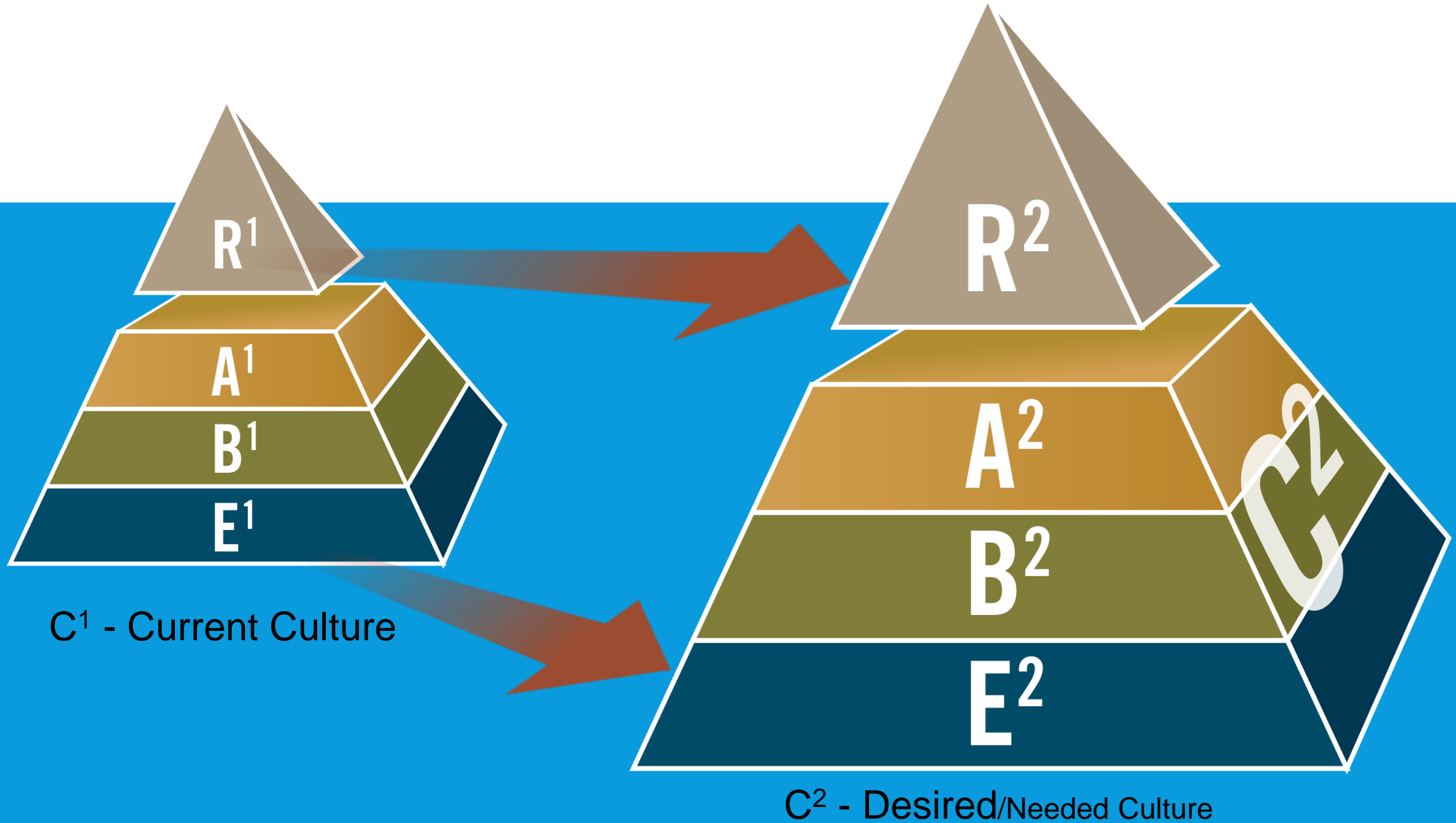


culture  
TRACK

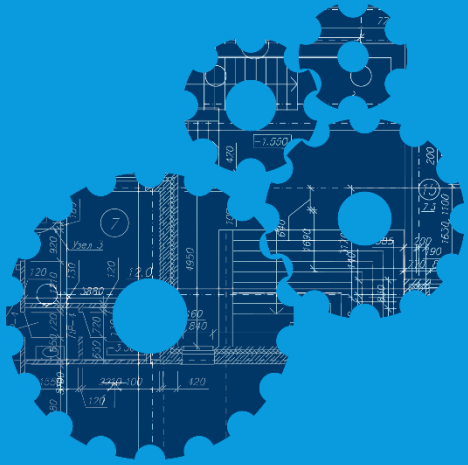


# BELIEFS WORKSHOP





# TWO CONCEPTS



**INNOVATION  
CULTURAL  
BLUEPRINT**





# VALUES AND BELIEFS

- ❑ Our LSC-UP community believes in the **lifelong learning** process because all students matter.
- ❑ Our LSC-UP community believes by **acting intentionally** we provide an open **Invitation-to-Innovate**.
- ❑ Our LSC-UP community believes **“No Fear!”** fuels our Lion-Heart with **passion**.

# VALUES AND BELIEFS

- ❑ Our LSC-UP community believes that integrity and ethics are the foundation of **trust**.
- ❑ Our LSC-UP community believes through **collaboration** we are **better together**.
- ❑ Our LSC-UP community believes that celebrating **diversity and inclusion** **inspires excellence**.

# CONCLUSION

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