THE CULTURAL BLUEPRINT:
A GUIDE TO ORGANIZATIONAL CULTURE

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What is organizational culture?

Why is it important?
WHERE OUR JOURNEY BEGAN

CULTURE DRIVES EVERYTHING

ONCE YOU LEARN WHAT DRIVES CULTURE, YOU CAN DESIGN THE FUTURE.
“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
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

- EXPERIENCES
- BELIEFS
- ACTIONS
- RESULTS
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.