



Module II—Organizational Culture and Change

Executive Leadership for Regulators

- Three day training that covers four modules:
 - Module I-Regulatory Leadership
 - Module II-Organizational Culture/Change
 - Module III-Positive Regulatory Public Relations and Communications
 - Module IV-Creating Appropriate Relationships/Art of Negotiation




Executive Leadership for Regulators

- Offered in conjunction with the annual conference (September 8-10, 2014) – New Orleans, Louisiana
- Available to be brought to your location as a specialized training
- 30 maximum attendees




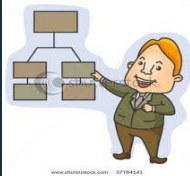
Executive Leadership for Regulators

- Session from the Organizational Culture and Change Module:





I. Introduction: The Organizational Structure

- Purpose of organizational structures




I. Introduction: The Organizational Structure

- Types of organizational structures
 - ✓ Mechanistic
 - ✓ Organic



I. Introduction: The Organizational Structure

- Components & characteristics
 - ✓Complexity
 - ✓Formalization
 - ✓Centralization



II. The Organizational Culture

- Definition
- Strong and weak organizational cultures



II. The Organizational Culture



Regulatory

- Elements of a strong *regulatory* culture



Assessment of culture



- How do we know if we are on the right track?
- What can we measure and how?



III. Organizational Effectiveness

- Determinants of organizational effectiveness
- Operational roles of the agency/organization



III. Organizational Effectiveness

- Strength of organizational culture





III. Organizational Effectiveness

- External Relationships



III. Organizational Effectiveness

- Strategic planning



IV. Leading Organizational Change



IV. Leading Organizational Change

- The challenges of change and adaptation





IV. Leading Organizational Change

- Tools for creating a culture of change



IV. Leading Organizational Change

- Institutionalizing positive change – the seven levels of change (Smith)



IV. Leading Organizational Change

- Celebrating Change



How are you perceived by others?

How are your organizational culture and structure perceived the outside world?

FINAL THOUGHT: You must know your own system, culture, etc. before you can shape the image that others have of you.

