

Week 5 Assignment: Reflection Paper – Organizational Culture Assessment

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I was able to complete the OCAI assessment tool in regards to the organization I am currently in. I play for a professional basketball team called the Tigrillos De Medellin (Tigers of Medellin). I used the outline in Cameron & Quinn's book *Diagnosing and Changing Organizational Culture: Based on the Competing Values Framework* (2011). For my organization, the four profiles were able to produce good outcomes signifying positive culture in the organization. Showing such positive feedback I believe the organization does not require much cultural change to continue striving. Tigrillos de Medellin showed signs of internal focus and integration of cultural attributes. As a professional sports team in Colombia, TdM holds a high standard of professionalism and winning. The current culture shows highest on the clan quadrant (50.5), with a decent amount of presence in the hierarchy quadrant (39.5). Some of the lowest scores were found in the adhocracy quadrant (3.5) and market quadrant (5.5).

The staff at tigrillos are like family, they meet regularly to assess day to day planning and ways to help the team grow. They work along with the players individually and communicate with the fans and community to grow together and make a positive basketball atmosphere in Medellin which has generally been a heavily soccer influenced city. Those who work in this environment are more outgoing and empathetic, and show many signs of positivity in the Clan culture. although this is how

most of the staff works in the organization, there is the business side to things where those who work in the department that is responsible for contracts with the players which much of the work is devoted to implementing regulations in contracts along side with the team budget, this role attracts introverts who prefer to work more independently, and thrive well in the Hierarchy culture.

In my view, I see that the organization is thriving. a few minor changes in relation to the culture amongst player relationship but other than that i don't see any major changes needed. More of an Adhocracy approach would provide more value on creativity, and allow more opportunities to try new things in a way that would help the efficiency and quality of both work and relationships. Players having the ability to express themselves can allow us to be more empowered to share our ideas, the organization can show appreciation for the unique abilities and views that we can bring to the table as players who fans devote much gratitude towards. With such a great value on competition, the organization should continue to use its strengths and also find more ways to become better at market culture. This can increase the quality of personal performance. Recognizing those who go above and beyond would encourage the rest of the organization to do more than just getting through their routine for the day.

The first step for effective change is to have leadership meetings that will allow an open floor for conversation and dialogue to happen. Simple questions such as how could the organization function more smoothly, and what changes would help people be more successful in their work. These questions can lead to a ton of valuable feedback that can positively help strengthen the culture. Giving employees the ability to expand their boxes to do new things, empowering them by celebrating their triumphs and learning to have positive critical feedback where they can learn from errors will increase the organization's level. A key component to this are the followup meetings and conversations with individuals. Employees who have no feedback after the meetings will feel discouraged from trying new

things in the future. The people involved need to feel that they are being thought about and feel that their ideas and efforts matter.

All in all, it was a great exercise to understand where the organization stands in regards to its strength in the cultural aspect. As the course has gone on, I am very pleased with everything I have been able to learn and look forward to how I can use the new skills and knowledge in future endeavors. Being able to understand what needs to be planned and supported to follow with positive cultural change is something that is very essential in today's world, especially in highly competitive industries. While I continue to grow in my leadership role on the team as a player, I will use the knowledge and skills of clan and hierarchy aspects of culture to help the organization grow. As I learn to see where we are and where we have to go in order to continue building on our success, I will be able to then help and create a more sustainable successful performing culture that will allow us to be a high level, and competitive organization.

References

Cameron, K. S., & Quinn, R. E. (2011). *Diagnosing and changing organizational culture: Based on the competing values framework*. John Wiley & Sons