

Diversity & Inclusion - “The Way We Do Things” Jeopardy

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| Session Time: | 30 minutes |
| Session Purpose: | <p>The purpose of this activity is to understand how company and organization culture impacts <i>who</i> shows-up. Examining the three pillars of organizational culture, learners will identify the culture of the organization, and explore what changes should be implemented to align with D&I goals.</p> <p>This activity would be incorporated into a D&I training and serves well as an interest approach to a organization/team strategic planning training.</p> |
| Session Objectives | <ul style="list-style-type: none"> ● Identify the three pillars of organizational culture ● Discuss ways organizational culture impacts D&I |
| Materials Needed: | <ul style="list-style-type: none"> ● One-pager “Culture Worksheet” ● Writing utensils for each learner ● Flip charts and markers ● PowerPoint slide deck |
| Room Set-Up: | <ul style="list-style-type: none"> ● Items set before learners enter room |

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| Section | Time | Description / Directions | Slide |
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| This is Jeopardy | 12 min. | <ul style="list-style-type: none"> ● Welcome participants ● Set context for activity ● Provide instructions: <ul style="list-style-type: none"> ○ Break group into teams of 3 ○ Create team names ○ Discuss the rules of Jeopardy <ul style="list-style-type: none"> ■ Share the three categories for today's Jeopardy <ul style="list-style-type: none"> ● Typical Behavior Patterns ● Stated Values ● Fundamental assumptions ○ Each category has two questions to answer: <ul style="list-style-type: none"> ■ Typical Behavior Patterns <ul style="list-style-type: none"> ● If someone came fresh to our workplace, what would particularly strike them? ● How would we characterize how people interact with our company? ■ Stated Values <ul style="list-style-type: none"> ● How do you say we value in our company? | |

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| | | <ul style="list-style-type: none"> ● Do we always live up to our company values, or are different values sometimes displayed in what we do? ■ Fundamental Assumptions <ul style="list-style-type: none"> ● What views and attitudes do we take for granted? ● What assumptions underlying our work are simply not questioned? <p>Contextual bridge from Jeopardy to Organizational Culture</p> | |
| Defining Organizational Culture | 17 min. | <ul style="list-style-type: none"> ● Definition of Organizational Culture <ul style="list-style-type: none"> ○ <i>Culture is the set of basic assumptions and values, beliefs, procedures, and behaviors that are shared by a group of people and that influence each member's behavior, as well as interprets the meaning of other's behavior (Spencer- Oatey, 2008).</i> ● Three Pillars of Organizational Culture <ul style="list-style-type: none"> ○ Observable Artifacts ○ Espoused Beliefs and Values ○ Basic Underlying Assumptions ● One person from each team will be assigned one of the three pillars of organizational culture | |

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| | | <ul style="list-style-type: none"> • It will be that teams responsibility to identify how their company/organization shows up in each of those pillars • Each team will present their content – adding input from group as a whole • Process and debrief all three pillars | |
| Review & Close/ Transition | 1 min. | <p>Thank participants.</p> <p>Connect learning objectives back to their experience.</p> <p>Provide a contextual bridge or summation which ties together their experience, in light of where the learner will be taken next.</p> <p><i>I.e. “Thank you for showing up and identifying the organizational culture of [Insert company/organization name]. We know this took some personal reflection and sharing of personal experiences. Understanding organizational culture gives us a pulse on where we might lack when it comes to how the organization functions, how decisions are made, and the unspoken rules. Change in an organization cannot be made before an organizational culture is identified.</i></p> | |