

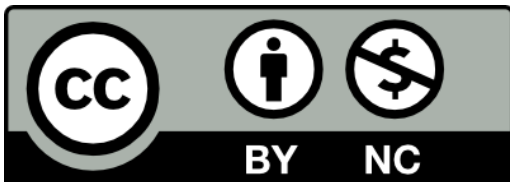


Business Management

BUS 200 Spring 2022

Business Organizations and Management

Session 10



Session 10 Agenda

Questions/Follow Up

Career/Academic Strategic Plans

The Political Frame

Progress Report 2

Symbolic Frame

Session 11

Questions – Follow Up

Any Questions?

Strategic
Planning
ModStarels

SWOT

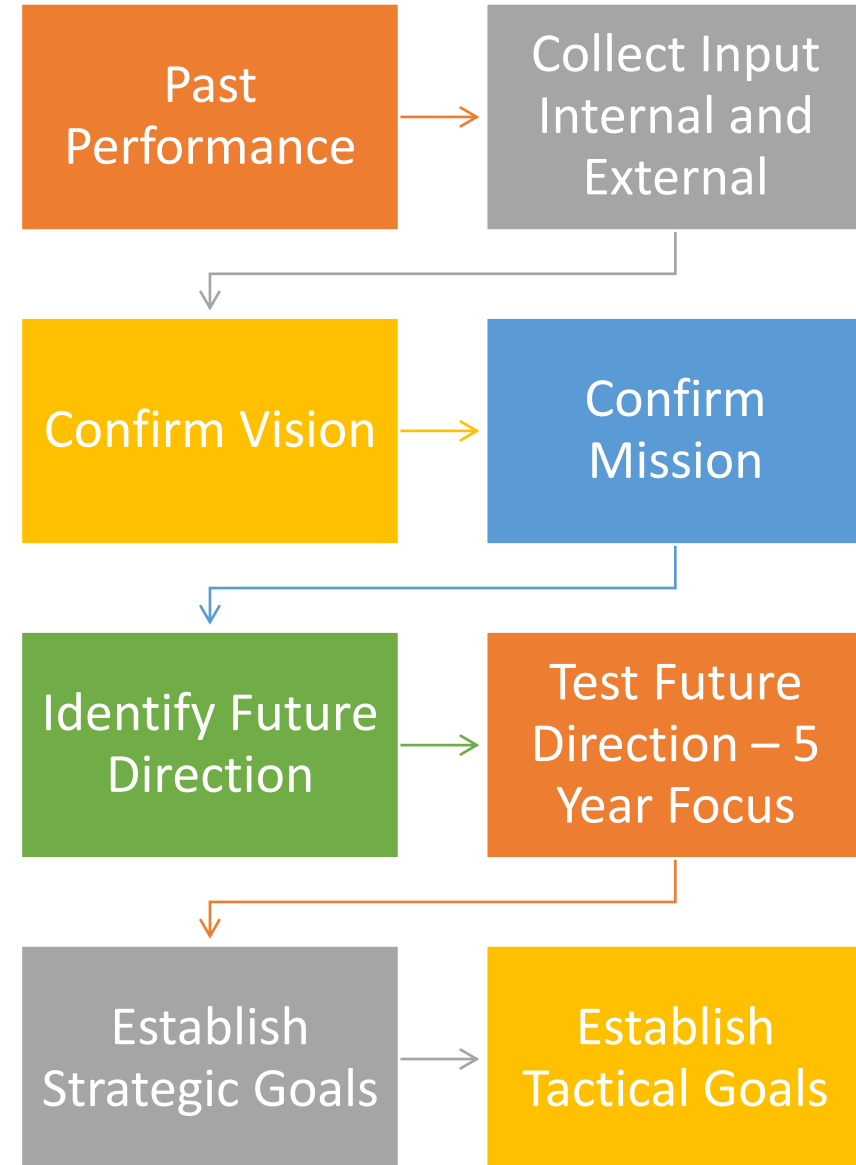
SOAR

Force Field Analysis

AI

In Practice

Strategic Planning Theory In Practice



FOUR ORGANIZATIONAL FRAMES

- **STRUCTURE** Roles, Goals, Policies, Alignment
- **PEOPLE** Needs, Skills, Relationships
- **POLITICAL** Power, Conflict, Competition, Politics
- **SYMBOLIC** Culture, Rituals, Heroes, Stories



The Political FRAME

- **“IT WAS ALL POLITICAL” – HOW DOES THIS STATEMENT DEFINE POLITICS?**
- **Internal Politics and External Politics**
- **CONSTRUCTIVE AND DESTRUCTIVE Politics**
- **POWER – CONFLICT – ETHICS- The Sackler Family**
- **AN EFFECTIVE ORGANIZATION POLITICIAN**

“IT WAS ALL POLITICAL”

How do you define Organization politics? Give an example.

What have you read in the Wall Street Journal that relates to organization politics?

Internal Politics and External Politics

Give an example or define Internal Politics.

Give an example or define External Politics.

CONSTRUCTIVE AND DESTRUCTIVE Politics

Think about a situation where politics was a constructive force and one in which it was a destructive force.

Power - Conflict - Ethics

Read the NY Times Article <https://www.nytimes.com/2019/04/01/health/sacklers-oxycontin-lawsuits.html>

- ✓ Power
- ✓ Ethics
- ✓ Decision Making
- ✓ Conflict
- ✓ ACTION

What do you recommend as a constructive political move the Sackler family should consider to address this dilemma?

AN EFFECTIVE ORGANIZATION POLITICIAN

**What does an effective
Organization Politian
look like? Their
characteristics.....**



Discussion Question #3

In your own words define the political structure as presented by Bolman and Deal in Reframing Organizations and give an example of a political issue you found in the Wall Street Journal, cite your example.

Trust Your Gut Case Study # 3

1. Describe the situation and the key players (their roles and relationship to each other)

2. Identify why this case study is related to the Political Frame and defend your position.

3. How you would have addressed the conflict if you were the Town Manager, The Mayor, The Town Board?

The BP Deepwater Horizon Case Study

Progress Report # 2 – Chapter 2

What were the central issues of the disaster?

Structure

Human Resources

Political

Symbolic

PROGRESS REPORT II – 05 points

- **Diagnosis:**

Define the nature of the key issues (structure, human resources political, cultural) and defend your diagnosis.

- **Deliverable:**

A three-page (APA style) report: defines key issues based on the 4 frames

- **Grading Rubric:**

3 points – Reported on each of the key issues referencing the 4 frames (structure, human resources, and cultural)

2 points – Well written (grammar, sentence structure, punctuation)

The Symbolic FRAME

How Symbols, Myths, Vision, Values, Heroes, Heroines,
Stories, Fairy Tales, Rituals, and Ceremony

Shape an Organization's Culture

A Maze

Competing Teams

Twilight Zone

??????

??????

Respectful

A Well – Oiled Machine

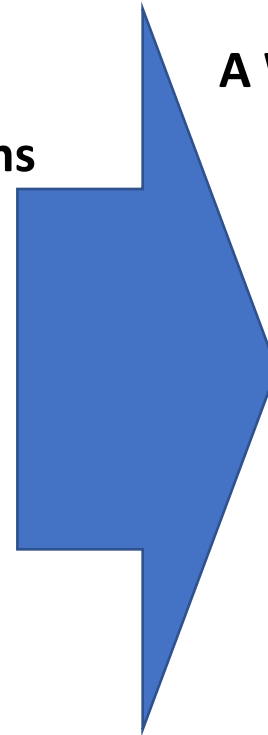
??????

??????

Trusting

Insensitive

??????



How do these
Symbols Define
the Organization?

Give examples.



Mission Statement



Founders



Stories – Myths



Trademarks



Packaging



Spokespersons

Discussion
Question
#4

**In your own words
define the symbolic
frame and cite an
example.**

Sessions 11

05/04

PRIOR to start of class on 05/04:

- **Progress Report #2**
- **Discussion Question #4**