



Business Management

BUS 200 Spring 2022

Business Organizations and Management

Session 11



Session 11 Agenda

Questions/Follow Up

Career/Academic Strategic Plans

The Political Frame

Session 12 Outlook

Questions – Follow Up

Any Questions?

Last Class 05/11

Final Papers and PPT Presentations 05/18

Strategic
Planning
ModStarels

SWOT

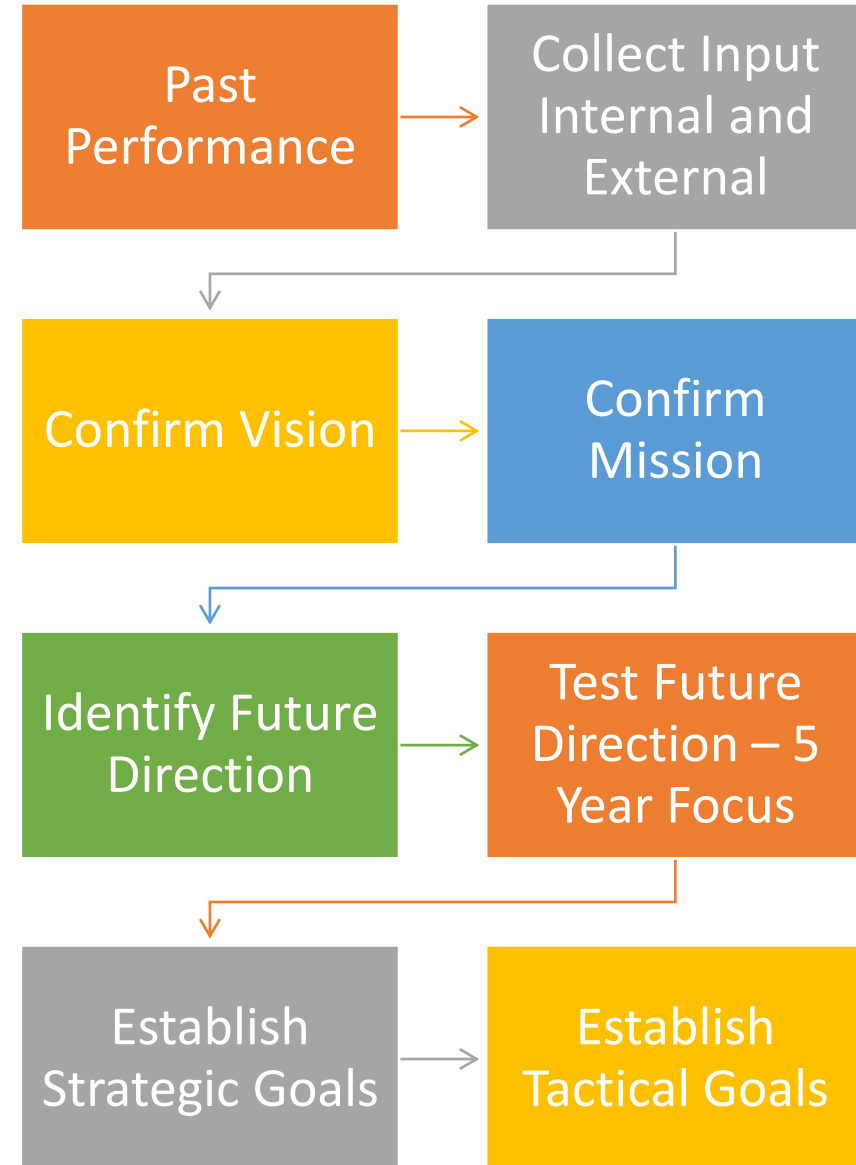
SOAR

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



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

The Symbolic FRAME

**How Symbols, Myths, Vision,
Values, Heroes, Heroines, Stories,
Fairy Tales, Rituals, and Ceremony
Shape an Organization's Culture**

How do these
Symbols Define
the Organization?

Give examples.



Mission Statement



Founders



Stories – Myths



Trademarks



Packaging



Spokespersons

THE YMCA

The Young Men's Christian Association

**To put Christian principles into
practice through programs that build
healthy spirit, mind and body for all.**



Business

Symbol/Trademark/Log/Spokesperson

Identify a business

Symbol/Trademark/Logo

NEEDING TO CHANGE AND WHY?

Discussion
Question
#4

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

Progress Report 3 - Chapter 3

The FOCUS

The Central Issue(s) and The Link to:

**The Theory of
Organizational Frames**

Structure – Human Resources – Political – Symbolic

Leadership Principles

Values – Vision – Challenge – Empower - Heart

Chapter 3

The OUTLINE

- INTRODUCTION – What is the chapter going to address?
- What is the Central Issue(s) Identified?
- How is (are) this (these) Issue(s) linked to the two theories of organizations and leadership?
- SUMMARIZE – What did you present in this chapter?

Sessions 12
05/11

- **Progress Report #3**
- **Case Study #4**
- **Discussion Question #4**