



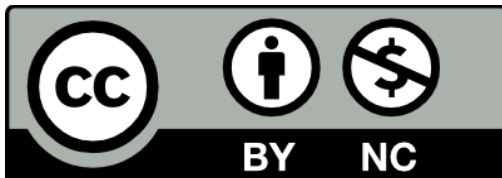
Business Management

BUS 200 Fall 2021 - 1300

Business Organizations and Management

Session 13

12.03.21



Session 13 Agenda

Questions/Follow Up

Progress Report #2

The Symbolic Frame

Case Study #4 – Trust Anne Barreta

Discussion Question 5 – Leadership Principles

Progress Report 3/Final Paper

Session 14 Outlook

BOROUGH OF MANHATTAN COMMUNITY COLLEGE

TRANSFER EXPERIENCE. ZICKLIN SCHOOL OF BUSINESS

11/24

Wednesday,
2 PM-3:30 PM

Corporate.engagement@outlook.com

BOROUGH OF MANHATTAN COMMUNITY COLLEGE

RESUME WRITING WITH MORGAN STANLEY

12/01

Wednesday,
2 PM-3:30 PM

Corporate.engagement@outlook.com

Questions – Follow Up

Any Questions?

Progress Report #2 Feedback

- **Introduction:** Covers what will you be covering in this chapter (This chapter addresses the defects in BP operations at the time of the disaster using the following frames: organization structure, human resource management, political, and culture)
- **Organization Structure:** change in structure from hierarchical to flat/decentralized, no risk management function at the senior executive level, structure changes.
- **Human Resource Management:** retention, use of contractors, training (safety)
- **Political:** EPA, Cheney's connections (VP of USA at the time), Public Utility to Private Corporation
- **Symbolic (culture):** culture of safety, BP logo changes, reporting deficiencies
- **Summarize the chapter :** Tell the reader what you just covered and why it is important

This is not a discussion/paper on the technical failures --- rather the organization and leadership failures

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?

Anne Barreta

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 Symbolic Frame and defend your position.

3. How you would have addressed the conflict if you were the CEO of the organization?

Discussion Question # 5

What are the 5 leadership principles and give an example of one.

THE 5 PRACTICES & 10 COMMITMENTS



MODEL THE WAY

1. Find your voice by clarifying your personal values.
2. Set the example by aligning actions with shared values.



INSPIRE A SHARED VISION

3. Envision the future by imagining exciting and ennobling possibilities.
4. Enlist others in common vision by appealing to shared aspirations.



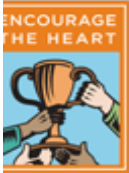
CHALLENGE THE PROCESS

5. Search for opportunities by seeking innovative ways to change, grow, and improve.
6. Experiment and take risks by constantly generating small wins and learning from mistakes.



ENABLE OTHERS TO ACT

7. Foster collaboration by promoting cooperative goals and building trust.
8. Strengthen others by sharing power and discretion.



ENCOURAGE THE HEART

9. Recognise contributions by showing appreciation for individual excellence.
10. Celebrate the values and victories by creating a spirit of community.

Describe an experience you have had with a leader (boss) who displayed one of these leadership principles.

How did their behavior impact you?

What kind of leader do you want to be?

ASSESSING WHERE YOU ARE – THE FINAL CASE ANALYSIS AND PRESENTATION

How much have you completed to date?

Where are you having challenges?

What can we do to help?



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?

Progress Report #3

PROGRESS REPORT III – 05 points Due 12/10

- **Processes:** Define the central problem(s) in the case using the theory of organizations and/or leadership
- **Deliverable:**
 - A three-page (APA style) report that includes: identification of process problems and cite evidence in at least 5 process areas.
- **Grading Rubric:**
 - 3 points – clearly and logically written
 - 2 points – presented and defended with evidence from the case citing the theory of organizational frames and/or leadership principles

Sessions 14
12/10/21
Last Class

Final Exam
12/17/21

PRIOR to start of class on 12/10/21:

- Post Progress Report #3