

# What Makes an Organization a Culture

The screenshot shows the EssayPro website homepage. At the top, the logo 'ESSAYPRO' is on the left, and navigation links 'How To Order', 'Reviews', 'About Us', and 'Write My Essay' are in the center. On the right, there are links for 'DBA: EPRO', 'Log In', and a blue 'Sign Up' button. The main banner features a student sleeping at a desk with a cup of pens. Text on the banner includes 'WRITING SERVICE AT YOUR CONVENIENCE', 'You - Send us your homework We - Do it all for you', and 'Grab your original paper for just \$10 per page with a free plagiarism report included'. A 'Write My Essay!' button is present. A 'Calculate the price' widget is overlaid on the right, showing options for 'Writing', 'Rewriting', and 'Editing', a dropdown for 'Essay (any type)', 'College', '2 weeks', and '1 page / 275 words'. It also has radio buttons for 'Double spaces' (selected) and 'Single spaces', a price of '\$11.4', and a 'Write My Paper' button. Below the banner, three review widgets are shown: 'EssayPro Reviews' with a 4.9 rating, 'ResellerRatings' with a 4.9 rating, and 'Sitejabber' with a 4.8 rating.

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As stated by Manning, 2013, "Organizations as cultures are marked by several characteristics, concepts, and principles. Values and assumptions; subcultures; history, tradition, and context; priests, storytellers, and cabals; language; organizational saga; symbols; and architecture" (pg. 94). As a new employee of CNM, I spent my first few months observing the [culture](#). I observed the values and assumptions made by staff I supervise to give me an idea of how I would lead them. I took the time to sit with every person in the department to learn their jobs and ask to learn about other departments functions as well. I did not only do this for the knowledge of the processes but to understand the history, the players, and principles. I asked questions like, how long have you been here?, what are your future goals?, and what do you think about CNM?. The answers told me a lot about the culture. It also gave me ideas about how I would fit and if I could create or enhance the department. I also tried my approach on students. CNM has a very diverse culture, which has evolved many times throughout its history.

The issue related to staff development came up several times. The assumption is that an institution who business is higher education would find a way to pay for and support staff as they pursue their higher education. This has been a major moral issue in the recent months. However, employees who attend CNM get classes paid for themselves or their

dependents. They are happy and appreciate the assistance. From a cultural element perspective of “metaphor”, staff development has two sides “carnival and theater” (Manning, 2013, p.6).

The second issue related to organizational structure is the department CNM Connect. The intent of this de...

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...unicating how they would like to achieve their goals. In addition, they could improve on listening to the wealth of knowledge they have within the institution. Overall CNM is a making a difference in the lives of it's' student, employees, and the community.

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