

**ORGANIZATION X**

# Organizational Culture Report

Prepared by  
Katharine Harshman  
*BUS520 December 2024*

Confidential

Copyright ©



# Project Details

## Objective

Deliver a new smart home security system within 12 months that meets customer needs and maintains the company's high quality standards

## Team Composition

- Engineers
- Product Designers
- Marketing
- Legal
- Finance
- External Software Developers

## Time & Budget

**Time frame:**  
12 months

**Budget:**  
\$1,000,000

## Success Metrics

- On-time Delivery
- Product Innovation
- Product Quality
- Customer Satisfaction
- Stakeholder Satisfaction

# Defining Organizational Culture

Organizational culture is all about the **shared beliefs, values, and practices** that shape how people behave and interact within a company. It includes things like how people **communicate, make decisions, handle risk, and embrace change**.

**This culture plays a big role in how projects are managed, influencing everything from communication and decision-making to innovation and adaptability.**



# Organizational Culture Analysis

**Organization X has a hierarchical, risk-averse, and process-driven culture.**

This structure emphasizes stability, adherence to established procedures, and predictable outcomes.

While these attributes ensure high-quality deliverables, they pose challenges for projects requiring flexibility, such as the development of the innovative smart home security system.



## Challenges:

**Risk Aversion** may hinder rapid prototyping and experimentation.

**Hierarchical Structure** can cause delays in decision-making and slow down adaptations.

**Process-driven mindset** may be conflicting with iterative approaches necessary for innovation.

# Strategies for Alignment

Two Approaches



# Strategy 1: Flexible Control

**Combine Agile principles with a structured approach like PRINCE2 to balance flexibility and control. This means breaking the project into smaller, manageable stages, where each stage focuses on specific goals or deliverables.**

Agile methods, like iterative development and frequent feedback loops, encourage innovation and adaptability, while PRINCE2's structured processes, such as regular reviews, ensure progress is closely monitored, risks are addressed, and the project stays aligned with the organization's standards and objectives.

**This blend provides room for creativity without sacrificing oversight or quality.**





## Strategy 2: Build a Collaboration Environment

**Foster collaboration by organizing workshops and early prototyping sessions where stakeholders like engineers, product designers, and external developers can come together to share ideas and provide feedback.**

These sessions help align everyone's goals and encourage innovative thinking. To ease into iterative methods, start with a pilot phase that allows the team to test and refine processes on a smaller scale.

**This approach builds confidence in new ways of working while ensuring high-quality standards are consistently met.**

# Stakeholders & Roles



## Internal Teams

**Engineers, Product Designers, Marketing Team**  
*Drive product development, ensuring technical quality and customer alignment. Marketing provides insights to ensure market-fit features.*

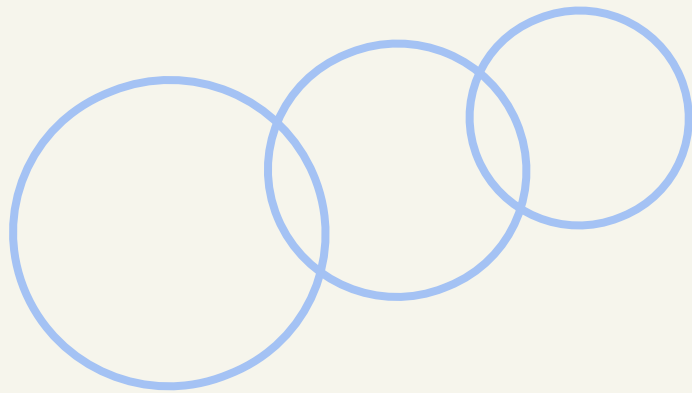
## Support & Oversight

**Legal & Finance Departments**  
*Legal ensures compliance, while Finance manages the budget to keep the project on track. Both guide risk and cost decisions.*

## External Contributors

**Software Developers**  
*Bring specialized expertise in software integration, ensuring innovation and functionality in the product.*





# Project Management Approaches

## Internal Teams:

*Use Agile sprints for flexibility and innovation. Conduct daily stand-ups, bi-weekly reviews, and share progress via tools like Jira.*

## Support Teams:

*Provide monthly updates with cost tracking and compliance reviews. Assign key points of contact to streamline decision-making.*

*Develop clear workflows for approvals related to budget adjustments and regulatory compliance.*

## External Teams:

*Involve external developers in technical discussions to ensure their expertise is reflected in decision-making.*

*Establish clear deliverables and hold weekly check-ins. Use shared platforms for transparency and collaboration that link with internal tools (i.e. ZenHub for GitHub).*

# Thank You

By balancing Organization X's structured culture with the demands of the project, and customizing approaches to meet stakeholder needs, the smart home security system project can achieve innovation while staying aligned with organizational values.

## Reference

Watt, A. (2014). Project Management (2nd ed.). BCcampus. Victoria, B.C. Retrieved from <https://opentextbc.ca/projectmanagement/>

Photos from Google Slides template and Google Slides internal image search.

