

The Impact of Culture on an Organization's Resilience

Course Description:

The Culture of a Resilient Organization is the third course in the Essentials of Organizational Resilience Series.

An organization's culture can be most easily described as "the way we do things around here." Corporate cultures provide identifying characteristics and values for members to appreciate and learn. Culture is difficult to change, yet change is necessary in some instances for survival.

One of the greatest challenges facing the leadership of an organization is to create a culture that supports organizational resiliency at all levels. Leadership must bring together disparate constituencies to participate in an organization-wide resiliency program.

In order to understand how to change the culture of an organization it is important to understand the elements of culture, the functions of culture and the relationship between culture and performance. This lesson explores the role organizational culture and identifies characteristics of resilient organizations.

The goal of this course is to orient students to the importance of organizational culture in managing every day events and in particular in managing crises by looking at how to analyze the culture of the organization and work within its structure to create a more resilient organization.

Learning Objectives

As a result of completing this course, students should be able to:

- Describe the elements that make up organizational culture and how they impact organizational resilience
- Describe how the "resilient culture" and culture impacts the ability of an organization to respond to a crisis

Delivery Structure/Course Requirements

There are 3 options for course delivery for each of the 10 courses in the series. For *each course* the requirements are as follows:

Instructor led in-house training: Includes 7 hours of live and interactive class presentations, discussions, and activities. Concludes with a 1000 word essay.

Interactive online: Includes an audio-visual presentation (approximately 1 hour in length for each course), 60-100 pages of assigned reading, participation in an online discussion group with the instructor and other students, and a 1000 word written response to a question.

Self-study: Includes course book, 60-100 pages of additional assigned reading, written submission of a discussion question (100-200 words), and a 1000 word written response to a question.

Table of Contents

- **Organizational culture defined**
- **3 levels of culture**
- **4 functions of culture**
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- **Assessing culture**
- **Changing organizational culture**

Certification and Credentialing

Successful completion of the Essentials of Organizational Resilience 10-Course Series is the first step in eligibility for credentialing as a Certified Organizational Resilience Professional (CORP) offered by ICOR.

To find out more, about the credentialing application process, visit our website at www.theicor.org/pages/candc.html



Essentials of OR was developed by BCS, Inc., a consulting firm specializing in providing business continuity, disaster recovery, & crisis management training & consulting.

www.businesscontinuitysvcs.com



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For more information about ICOR's courses, go to

www.theicor.org

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