

Organisational Culture

Business & Management

What culture actually is, and the models used to describe it.

Handy's four culture types.

Culture	Organised around	Feels like
Power	A central figure	Fast, personal, political
Role	Rules and hierarchy	Predictable, slow, bureaucratic
Task	Projects and teams	Flexible, matrix, expertise-led
Person	The individuals in it	Partnerships, practices

Schein's three levels: visible artefacts, espoused values, and underlying assumptions. Only the third is really culture.