**Culture Mapping Exercises TEACHER GUIDE**

Help your students focus their written responses on what each culture value means. Get them to offer specific examples of how they believe a company culture with that value would help a business succeed.

(Updated: April 19, 2017)

**Discussion Questions**

Please be prepared to provide written responses and/or discuss the following questions:

1. Which of Colin Powell's 13 life rules is your favorite? What does it mean to you? How would it influence an organization's culture?
2. Which is your favorite company culture element from the table below? What does it mean to you? How would it influence an organization's culture?

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| **Culture Value** | **Definition** |
| Adaptive | Able to adjust nimbly to changes in the marketplace, evolving technologies or emerging customer needs |
| Caring | Nurturing to employees and stakeholders, focused on giving employees support and purpose |
| Collaborative | Emphasizing teamwork, seeking opportunities for team members to work together to achieve business priorities |
| Communicate | Relentless employee communication, frequent updates on emerging issues and company performance |
| Experimental | Seeking opportunities to try new things, a fearless curiosity that emphasizes innovation over efficiency |
| Flexible | A willingness to explore, reacting to emerging opportunities in new ways that seem appropriate at the time |
| Fun | Focusing on employee enjoyment and fulfillment, emphasizing ways work can create joy and laughter |
| Innovative | Drive to stay on the cutting edge, a focus on how technology and new processes can keep the organization in front |
| Inspirational | Appealing to a higher cause, finding ways that work can address spiritual and emotional priorities |
| Passionate | Deep association between work and personal fulfillment, a deep-seated dedication to organizational success |
| Persistent | Unwillingness to give up even under stress, a bulldog-like determination to overcome any obstacle |
| Resilient | Ability to overcome adversity and stay focused on company goals, refusal to respond negatively in any situation |

**Role Play 1**

Using one of these scenarios - *or a company / scenario created by class members -* to complete a culture map.

Scenario 1: Fashion Forward Salon - you operate a unisex salon offering the latest in fashion to men and women, with an accent on the newest styles available. Your stylists are also very active in the community, holding school-based and community-based fund raisers for a variety of causes. You hold regular fashion shows featuring local celebrities who are also your customers / mentors. You face very tough competition, but believe you have great team members who are dedicated to making your enterprise a success.

Scenario 2: Tricked Up Auto Parts - you've opened an auto parts store that focuses on pick-up trucks. You offer the latest technology and gear that make pick-up trucks look great. You offer owners special advice to work on their trucks. You hold regular "best truck" competitions with prizes in your parking lot. Your store lets customers order online with store pick-up. You also have alliances with local service shops to refer customers to each other.

Scenario 3: Student Start-up Apps - you've launched a new venture that will help student entrepreneurs. You hope to provide student-entrepreneurs with a variety of helpful resources, including: a) business plan templates; b) access to industry mentors; c) access to low-cost financing; d) access to peer support groups; and other features you and your team members are now envisioning. Your funders are local investors who want you to help build employment among local young adults while earning a very high return on their investment.

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| Company Name |  | | | | | | | | | | |
| Company Vision |  | | | | | | | | | | |
| **Ratings (listed in priority order)** | | | | | | | | | | | |
| **Weakness** | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **Strength** |
| Value #1 |  |  |  |  |  |  |  |  |  |  |  |
| Value #2 |  |  |  |  |  |  |  |  |  |  |  |
| Value #3 |  |  |  |  |  |  |  |  |  |  |  |
| Value #4 |  |  |  |  |  |  |  |  |  |  |  |
| Value #5 |  |  |  |  |  |  | Use the color-coding specified in the culture map example provided in Resource 24-16.  Help students develop rational Action Steps, based on the gaps they indicate.  *Make students present their Action Steps to their classmates . . . or even better guest speakers who come to the class to discuss the corporate culture they try to create in their organization* |  |  |  |  |
| **Gaps** |  | | | | | | | | | | |
| **Action Steps** |  | | | | | | | | | | |