

Factors Impacting Organizational Culture

Factor	Methods
Open Communication	Deployment of MVV
	Communicate and Engage System
	SL Visibility and Interaction with the Workforce
High Performance Work	Alamo Way Leadership Model
	Unit Planning Processes
	KPI Measure System and WIGs
	Focus on continuous improvement and innovation
	Staff Progress Review and Faculty 180
Engaged and Empowered Workforce	Decision-making at the point of impact
	Collaborative work environment
	Team-based approach
	Participation in planning and budgeting
	4DX
	Principle-Centered Leadership Course
	UFS and USS
Cross-College Councils	
Diverse Ideas, Cultures, Thinking	Focus on diversity
	Recruiting and hiring approach
	Team selection approach
	Diversity workshops and celebrations
	APs for underrepresented minority groups