Creating Positive Organizational Culture Through Employee Engagement

Organizational Culture

What do we mean by a museum’s organizational culture?

Why are committing resources toward creating a positive culture crucial to the growth and success of a learning organization?

How do leaders establish and influence culture? When is the CEO not the one to take the lead?

In what ways do your business practices reinforce or inform organizational culture?

Engagement Strategies

Does your museum have any rituals that reinforce its culture (awards ceremonies, gala events honoring employees, other?)

How can a museum’s culture be infused into the employee orientation process, so that new workers assimilate easily and quickly?

How can you encourage mixing between departments or seniority levels and what are the benefits?

Does your museum have any strategies for employees to get to know each other on a personal level?

How can we leverage humor and playfulness to improve our culture?

Measuring Success

How do you know what elements of your culture matter to employees and visitors, and what’s working? (Employee culture survey or visitor surveys for example)

What happens when an idea or an individual run counter to culture?

At what point might you change the design of the organization, organizational structure, to effect culture change?

What “hero stories” do you have to share that reflect a positive organizational culture?

Creating Positive Organizational Culture Through Employee Engagement Fish Bowl, May 4, 2017:

Ruth Shelly, Portland Children's Museum
Joanna Haas, Kentucky Science Center
Deborah Gilpin, Madison Children’s Museum
Kathy Gustafson-Hilton, Hands On! Studio, Facilitator
Charlie Walter, Mayborn Museum Complex, Baylor University