

Navigating Organizational Culture

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Breakout Notes

Navigating Organizational Culture



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Notes from Dr. Pearce Presentation

What is culture?

The acquired knowledge people use to interpret experience and generate social behavior.

Culture tells us what an action means.

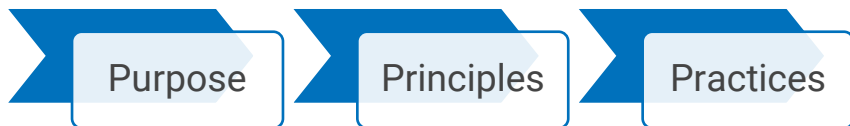
- Culture is learned and transmitted
- Culture is a sophisticated interlocking system – touch one part and the rest moves.
- Culture is shared – it is created and maintained through relationships

What is organizational culture?

- Organizational culture is a common way of thinking that motivates a common way of doing within an organization.
- Organizational culture either enables or hinders strategy implementation.
- The worst tolerated/accepted behavior tell you a lot about the culture of the organization.

Notes from Dr. Pearce Presentation (con.)

Building Blocks of Organizational Culture



The Foundation of an organization's culture:

- **Purpose** – why the organization exists? What is the purpose for the organization's being?
- **Principles** – what guides the organization in doing what they do. The beliefs that drive the business.
- **Practices** – specific behaviors, routines, policies, and processes that are embedded in the organizations DNA.

Organizational Culture is Visible and Invisible

- Understand your organization networks, the real ones. Smart leaders will know how to leverage informal networks.
- The people that are going to make a difference in your career have informal power.
- You have to be first class noticer to understand your organization informal network.

How to Build Organizational Wide Visibility

- Cultivate your relationship with your sponsor.
- Join a group in your organization.
 - You can learn more about people by accomplishing a goal together

How to Successfully Navigate Organizational Culture

- You have to speak the right “Trust Language” for the organization.
- Know that your organizational culture is made by the worst behavior that your leaders tolerate.
- You have to figure out what the CEO is being evaluated on and ways to contribute to that.
- Connect your soul with your role. Does the culture fit with you. You will know it in your bones.

Connecting the Dots

Key take-away messages:

- With culture, when you're in the right org, this is your home.
- Understanding your company's trust language.
- Leadership happens at the speed of trust. Good leaders are trustful leaders.
- Referring to the Iceberg illustration on the slides, what are invisible and visible practices in your organizational culture.
- If you're not visible you might not have a lot of authority in the organization, but you may have a lot of invisible power.
- Organizational culture is determined by the worse behavior.
- It is importance of understanding the difference between mentorship and sponsorships.
- Being a cultural carrier and understand that you are the “air quality” of the organization.

Large Group Discussion

Building blocks: Challenges in navigating organizational culture

- When do I speak up or when do I stay silent?
- How much transparency/secretcy does the organization have?
- What is the organizations purpose, priorities, process?
- Does the organizational culture have sustainability for me?
- How do I gain organizational wide visibility and networking?
- Do you get promoted based on your work or by who you know?

Applying knowledge to practice

Discuss strength and strategies for addressing and improving how you navigate organizational culture

- Being a noticer of people in your organization.
- Building a deeper relationship with the person that got you here.
- Knowing what your companies purpose statement is.
- Being a noticer and understanding the invisible rules of the organization.
- Take steps to gain more visibility in your organization.
- “Sharded Challenge” principle. Join a group in your organization and connect with people by sharing a challenge.
- Learning the trust language of the organization.
- Know what CEO is being evaluated on and discover how we can contribute to that.
- Understanding that Social capital is more important than Human Capital.
- How to build up your team so that they can navigate your organizational culture.

Wrap-up and next steps

Submit survey responses

Schedule monthly coaching meetings with your coaching partner

Look for opportunities to apply principles from today's session in your day-to-day

Connect with your coaching partner and ask about ways they can apply or have applied the session principles

Next session: Friday, May 8, 2026, Emotional Intelligence (ES/DM/CG/Fellow)

THANK YOU