

Task 1

Analyse Frigate's Culture.

Solution:

The culture of Frigate can be analysed as follows:

Symbols

Ron is obsessed with navy to the extent he demand to be called 'The Commander'. The co name, control, are all similar to the navy.

Power Structure

The whole org is centred on one person only, Ron. His belief, views will shape the org culture.

Control system

Ron practices very strict control over his org with emphasis on punctuality. Late for work, mistakes or poor performance is penalised, thus Frigate has very strict control over its employee.

Rituals & routines

Frigate is managed in such a way, the employee will need to assist Ron in his personal task as well. All employees must be punctual as he himself comes in early.

Stories

Ron seems to associate most stakeholders as villian to the co supplier trying to cheat him, customer unwilling and slow to pay and tax authority squandering his money.

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Mayor

She has the ability to allocate the resources to ensure the project's success thus she has the power. She has a high interest in the project success as well bcos it is her project and she revised the old strategy.

The mayor need to be kept updated on the project's progress and ensure the project is implemented effectively.

OfRoad

OfRoad is an approving authority thus their interest in the project is minimal bcos as long as the project is in compliance the necessary approval will be provided. However, OfRoad has the power as they hold the authority to approve or not all project associated with public transport. Without the necessary approval, the project cannot proceed.

Thus, we will need to ensure all public transport project meet OfRoad requiremments.

Motorist

They have a high interest bcos project success will alleviate traffic congestion. But the private motrist has low power as individual but collectively need 5 yrs to replace mayor.

Ensure motorist kept updated on the progress of project to allow them a choice of using public transport.

