Organizational Culture

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For

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**Organizational Cultures**

Organizational culture is a system of shared beliefs, normal behaviors, values, and assumptions which binds people together, thereby create meanings. This system manifests itself by customs and habits that create the values and beliefs of the organization. (Grey & Larson, 2014)

 Raytheon is the first corporation I choose to evaluate, as I would like to work there sometime in the future. They are an industry-leading defense contracting corporation with over 76,000 employees working in 76 countries around the world. (Raytheon, 2013)

**Physical Characteristics**

Advanced internal infrastructure, floor-space

Raytheon’s headquarters are in the city of Waltham, Massachusetts. Raytheon’s headquarters is 15,000 square foot state-of-the-art building. The old location had over 11,000 people working inside, while the new location will accommodate 350 employees.

**Public Documents**

Annual reports, internal newsletters, vision statement

Raytheon’s vision: “One global team creating trusted, innovative solutions to make the world a safer place.” They have built their business on continued foundational values such as: trust, respect, collaboration, innovation, and accountability. (Raytheon, 2016)

**Behavior**

Fair treatment, patient, people friendly

Most employee reviews were informative about Raytheon and were very positive. Statements used to describe the company were: fair treatment, patient training, and great tools to utilize. Customers and upper management were always nice. (Indeed, 2016)

**Folklore**

None found.

**What are the espoused values and beliefs of the companies?**

Honesty and trust are the values that are held to a high degree at Raytheon. The company feels that their company must be seen as a trustworthy institution by clients.

**What does the Web page reveal about the culture of this organization?**

 The company is well-liked by their employees. They take the time to train very well. The organization is patient, honest with their clients, enjoyed by their employees.

**Would this culture be conducive to effective project management?**

This company would be very conducive to effective project management. They would welcome new innovative ideas and creative thinking. Boeing has a manufacturing facility in Charleston, SC. The company and location has always been interesting place to work.

**Physical Characteristics**

Architecture, innovative design, floor-space

 Boeings International Headquarters is located in Chicago, IL. The building has 36 floor skyscrapers. It has won engineering awards because of its innovative structural design over Amtrak and Metra Underground Railroad tracks. They have been there since relocating in 2007 from Seattle Washington. It has 770,300 square feet of floor space and 435 parking places.

**Public Documents**

Annual reports, internal newsletters, vision statement

 Boeing’s vision is to “Connect, Protect, Explore, and inspire the World through Aerospace innovation”. The Boing vision is a statement of their values and purpose. It was designed to inspire and focus their employees on the company’s future, as a team effort. (Boeing, 2016)

**Behavior**

Patient, people friendly

 Employee reviews were good, management was patient (even with bad employees). Many reviews spoke of management not listening to employees ideas and they do not even speak to employees.

**Folklore**

None found.

**What are the espoused values and beliefs of the companies?**

 Boeing values innovation and ideas that would intrigue those who fly to want to fly their aircraft. Ideas that would create a stir about new technology, ease of flight, or cost savings by using their aircraft as opposed to using other aircraft types.

**What does the Web page reveal about the culture of this organization?**

Reviews from employee’s state that the company is old-thinking; management does not like to hear from engineering ideas concerning change. The company is patient and very people friendly.

**Would this culture be conducive to effective project management?**

Boeing may not be able to see the value of project management across every part of their company. I do not think that the “old-thinking” part the employee’s opinion gives the impression that they are willing to make changes quickly and will resist new ideas concerning project management.

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