Topic: ORGANIZATIONAL CULTURE ASSESSMENT

Overview: The Organizational Culture Assessment Instrument by linked here. You will be including the numerical and visual chart results as an appendix in your paper.

Using the information from your assigned readings, the self-paced tutorial and your completed OCAI assessment. Title page, references, and OCAI appendix not included in the page count.

Paper should be double-spaced using APA format.

* In which quadrants did you note the greatest difference between current culture and future culture? What organizational changes are needed based on your OCAI scores?
* In what quadrants do you see a need to increase emphasis? Decrease emphasis?
* What does it mean to change in your identified quadrant (greatest difference between now and future)? What will happen if change does not occur in this quadrant? Would these changes be substantial, transformative, incremental or evolutionary? Why? Identify two (2) specific, actionable strategies that are critical to changing culture with two (2) short-term and two (2) long-term goals. How will you measure success of these goals?

REQUIRED READINGS: Textbooks: Sullivan (2017) Chapters 2, 3, 6

**Articles:**

1. Cordo, J., & Hill-Rodriguez, D. (2017). The Evolution of a Nursing Professional Practice Model Through Leadership Support of Clinical Nurse Engagement, Empowerment, and Shared Decision Making. Nurse Leader, 15(5), 325-330.
2. Davis, R., & Cates, S. (2018). The implementation of the organizational culture assessment instrument in creating a successful organizational culture change. International Journal of Business & Public Administration, 15(1).
3. Fisher, C. A., & Hubbard, M. L. (2015). Extending evidence through shared governance. Nursing management, 46(7), 16-18.
4. Kalhor, R., Khosravizadeh, O., Moosavi, S., Heidari, M., & Habibi, H. (2018). Role of Organizational Climate in Job Involvement: A Way to Develop the Organizational Commitment of Nursing Staff. Journal of evidence-based integrative medicine, 23, 2515690X18790726.
5. Moss, S., Mitchell, M., & Casey, V. (2017). Creating a Culture of Success: Using the Magnet Recognition Program® as a Framework to Engage Nurses in an Australian Healthcare Facility. Journal of Nursing Administration, 47(2), 116-122.

**References**

(6) total references: two (6) references from required course materials.

All references must be no older than five years (2015-2021) Peer-reviewed references include references from professional data bases such as PubMed or CINHAL applicable to population and practice area, along with evidence based clinical practice guidelines.

Paper must have Introduction and a conclusion. Please only use the attach article document in the writing.

Style: APA 7th edition formatting

Examples of unacceptable references are Wikipedia, UpToDate, Epocrates, Medscape, WebMD, hospital organizations, insurance recommendations, & secondary clinical databases.