OIT Culture Unification

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What is Organizational Culture?

Organizational Culture consists of shared beliefs and values that are established by leaders and then communicated and reinforced through various methods, ultimately shaping employee perceptions, behaviors and understanding.

How does Culture impact an Organization?

- Engagement
- Development
- Performance
  - Individual
  - Team
  - Organization

Benefits of a Strong Culture

- Blending and redefining the culture, and reconciling differences between them, build a common platform for the future.

- A strong culture can bring benefits such as enhanced trust and cooperation, fewer disagreements and more efficient decision making.

Key Culture Components

- OIT's Mission Statement
- OIT's Vision Statement
- OIT's Values

OIT Mission Statement

"The Office of Information Technology (OIT) is responsible for supporting the IT needs of UC Irvine faculty, students, and staff. Our mission is to provide information technology leadership, services, and innovative solutions to promote the research, education and community service goals of the University."

https://www.oit.uci.edu/org/mission-statement/

OIT's Vision Statement

Serving as a trusted partner, we transform your ideas and needs into technology solutions.

OIT's Values

Value	Description
Collaboration	Demonstrates Collaboration, Teamwork, Interaction and Productivity
Customer Centric	Customer Centered Service Approach; Product, Outcome, Customer/Client, Service Approach; Agile, Nimble, Adaptable
Inclusiveness	Thoughts, Values, Skills; Support of Diversity, Tolerance; Empathy - We seek to understand and be sensitive to other people's viewpoints and experiences, incorporating that into our behavior and our work.
Learn & Grow	As Individuals and as an Organization; Professional Development: Continue to develop skillsets and knowledge; Continual improvement ; Adaptability, Agility
Quality	Professionalism; Work deliverables, Process; Thoughtful Risk Management
Respect	Be Respectful in all Interactions. Respectful of Person, Ideas, Role, Experience, Perspective; Professionalism
Transparency	Demonstrate Integrity through Transparency; Honesty, Open multi-directional Communication (verbal, written), Integrity (people behavior)
Trust	We start with the premise that everyone is doing their best and for the right reasons in order to achieve the best outcomes; Seek and build out trust in self and others by acting with Integrity and Honesty Foster safe environment to share ideas, trusted partner – Self, Clients, Campus stakeholders; We assume the best intentions even if there are miscommunications or misunderstanding. Principle of Charity

What role do we play?

- Culture Champion – engage in conversation/discussion and participate in team meetings

- Your Circle of Influence - influence in your own space – bringing in the values into your day to day

What should I expect?

- Beginning of the Month emails to introduce a Value

- Monthly All Staff meetings – Director led conversation on one of the values.

- Regular team meetings - Dialogue on how that value is applied in your role, team, work, deliverables, or service

- Review Engagement goal #6

Thank you

Questions or Comments