

A Stratified Organizational Culture Model

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INDIVIDUALS' COLUMNS

Vertical Movement
(Lengthening/contracting)
Determines how many strata in which the individual has membership (limited only by number of labels/strata categories assigned).

Horizontal Shifts
Determines what part of a given strata is associated with a given individual (e.g., in the Organization Strata: A member of Organization 1 vs. Organization 2).

INTERACTION
Between individuals and groups, e.g., friendships, alliances, rivalries, dependencies, hostilities.

THE INDIVIDUAL
As a result of strata:
Status
Power
Influence
Values
Beliefs
Assumptions

STRENGTH OF AFFILIATION
An individual's affiliation in or with a given strata may be strong or weak, e.g., an individual may be strongly affiliated with his/her profession.

STRATA
Just as individuals are impacted by inclusion in a given strata, a given individual may impact strata themselves, e.g., an individual may impact society or their organization.

REVERBERATIONS
Conditions in one strata may have repercussions on other strata, with individuals as the conduit, e.g., a family problem may reverberate and affect an individual's work.

OTHER STRATA
Constrained only by limits of categorization schemes that are applied, such as:
Geographic Location
Club Membership
Political Affiliation
Behavioral Strata:
Smoker/Non-Smoker
Drinker/Non-Drinker
Sexual Orientation
Lifestyle/Activity Strata:
"Conspicuous Consumer"
Tennis Player

