COUNTERINTUITIVE THOUGHTS ABOUT CULTURE AND CULTURE CHANGE

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Suchman AL. Organizations as Machines, Organizations as Conversations: two core metaphors and their consequences. Medical Care 2011;49: S43–S48

A complexity-inspired perspective on organizations and organizational change


A short version of the story of organizational culture change at the Indiana University School of Medicine, using principles from complexity, positive organizational psychology and Self-Determination Theory.


A more detailed description of the organizational culture change project at the Indiana University School of Medicine.


A troubling study of the faculty work environment in academic health centers, raising questions about how the faculty work environment affects the residents’ work environment.

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An early attempt to identify specific ways in which the well being of the healthcare workforce is affected by the organizations in which they work.


Describes specific ways to conduct meetings to foster a more relational culture.