Culture: May the Force Be With You

You have infiltrated the PTA High Command (the board of directors). Your assignement: bring back intel on this alien culture. You have succsesfully infiltrated and have been "chair" of a something called "the events committee" for 3 months. You attended 2 "board meetings" that included budget dicussions and 1 event called a "Back to School Night." You must report to The Alliance about what you learned. FIll out the info below.

How PTA Board Culture Works: Behavior is Culture in Action

	How things get done	Drivers	Constraints	Tolerated Behaviors	Rewarded Behaviors	Decion-Making	One Word
	How does this board work together? How does work get done?	What appears to drive overall board culture & behavior?	What appears to constrain board taking action?	What negative behavior(s) does this board tolerate?	What type(s) of behavior does this board seem to reward with recognition, praise, appointments?	How are decisions made?	One word description of overall culture & behavior of this board?
Example 1	collaboratively, shared responsibility	mission, goals, impact	n/a	occasional missed meetings	passion, commitment, getting things done, taking ownership	collaboratively with much discussion and buy-in	Effective
Example 2	President does most of it; everyone just goes along	Want title but no work; want	too few wiling to do work; lack of new leaders; jprincipal interference	repeated absences, lack of preparation or follow-through, negativity	If you simply breathe, you lead; bully wins the battle, person who talks the loudest gets the prize.	board lets the president do whatever he/she wants	Incompetent