

*Politeknik Caltex Riau*



# Change Management – Group Work Cultural change through change of rituals

December 6, 2023

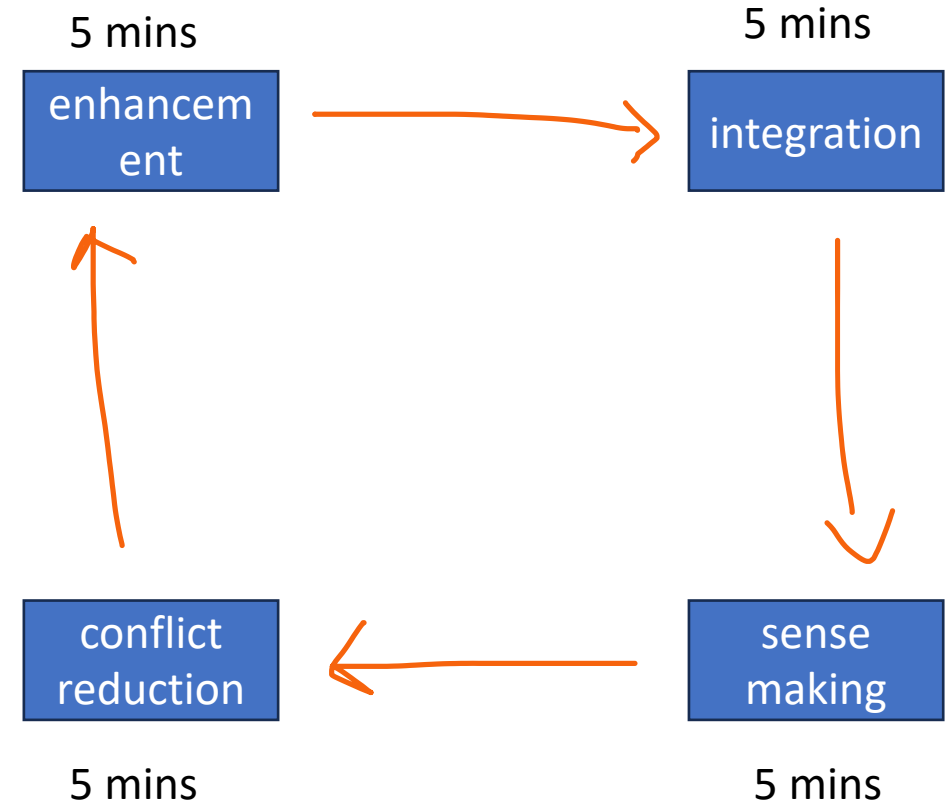


# Cultural change through change of rituals

Types of ritual	Role	Example
Rites of passage	Consolidate and promote social roles and interaction	Induction programmes, training programmes
Rites of enhancement	Recognise effort benefiting organisation	Award ceremonies, promotions
Rites of renewal	Reassure that something is being done, focus attention	Appointment of consultants, project team
Rites of integration	Encourage shared commitment, reassert rightness of norms	Christmas parties
Rites of conflict reduction	Reduce conflict and aggression	Negotiating committees
Rites of sense making	Sharing of interpretations	Rumors, Surveys to evaluate new practice

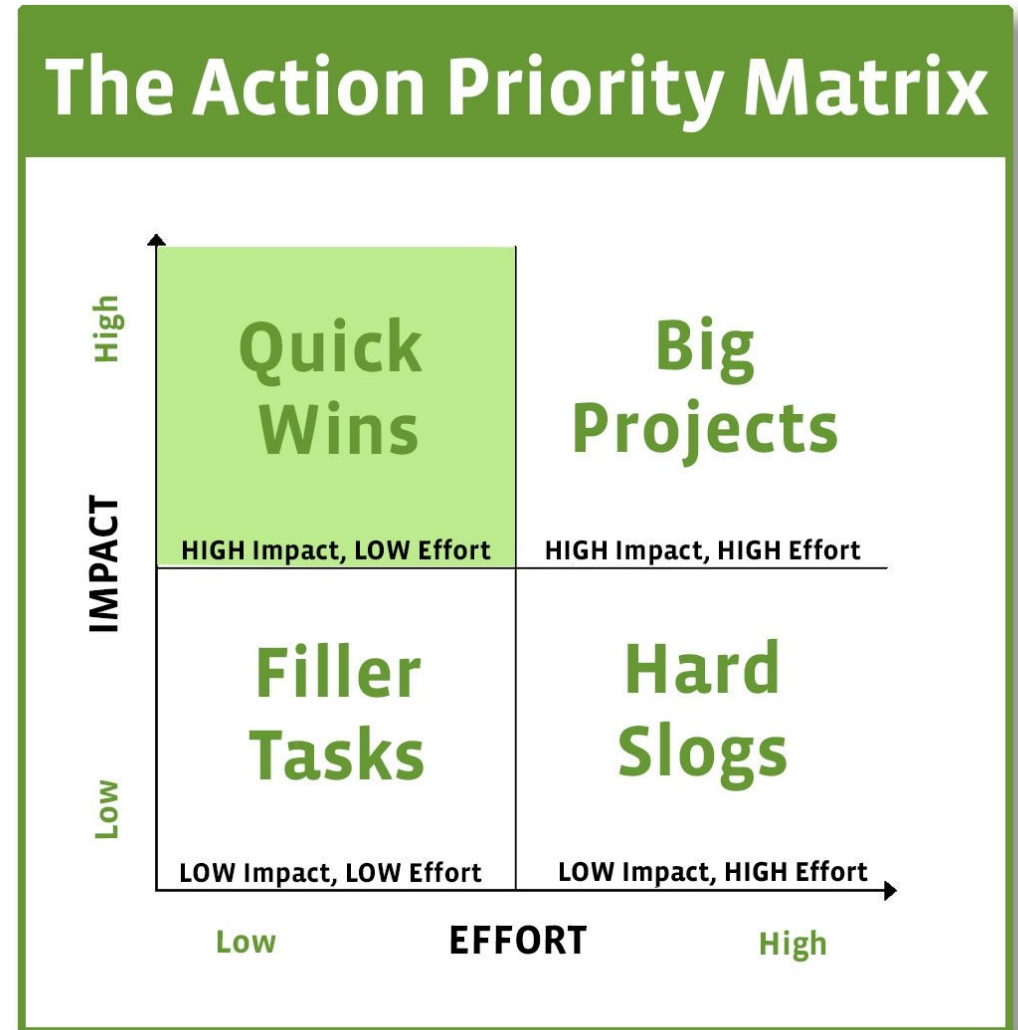
# Individual Work (20 Minutes)

- Individual Input
- Task:
  - Each participant (individually) writes down rites examples in every station.
- Rites
  - Rites of enhancement
  - Rites of integration
  - Rites of conflict reduction
  - Rites of sense making
- 20mins



# Group Work (20 Minutes)

- Role Play
  - Director/Rector (Rites of conflict reduction)
  - Head of Study Program (Rites of sense-making)
  - Lecturer (Rites of enhancement)
  - Head of Quality Assurance (Rites of integration)
- Instruction:
  - Choose the most engaging/interesting example activities for the change management in HE, based on the given Role
  - Put the selected activities into the Eisenhower matrix
  - Formulate the reasons



# Presentation

- 40 mins (10mins/team)
- Non presenting teams will “challenge” presenter



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# Thank You



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