



Erasmus+



MENTOR - MENTORING BETWEEN TEACHERS IN SECONDARY AND HIGH SCHOOLS

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Rituals and ceremonies.

- ❖ Rituals and ceremonies represent some of the most visible forms of symbolic behavior in an organization. Rituals are planned actions, usually with an emotional content, which highlight the ways of expression of the organizational culture. In this way, social models are being confirmed and reproduced.
- ❖ The role of ritual is to strengthen the organizational culture, to reduce stress and to transmit symbolic messages to the outside.



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- **Personal**, developed by the individual and connected to its role in the organization;
- **Concentrated on tasks/objectives**, which focus on the activity performed by one or more people;
- **Social**, initiated by informal groups;
- **Organizational**, with a bigger formalization of these events;

Some examples of organizational rituals:

- ❖ performance, evaluation, regular meetings, professional development programs, dinners, occasional shows and events, welcoming events for new employees...



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Ritual Types.





Ceremonies.

- ❖ The ceremony is an event that focalizes the organizational culture and that remains for a long period of time in the collective memory.
- ❖ Under ceremonies we understand jubilees, anniversaries, the opening a new school, the establishment of new specialization programs, or celebrations of the institution.
- ❖ Through these ceremonies, greater unity is created between members of the organization, feelings of pride are conveyed, new members are initiated, relationships are being developed, the feeling of hope is created.

