

organizational culture

What is organizational culture?

"The set of the set of beliefs, values, and norms, together with symbols like dramatized events and personalities, that represents **the unique character of an organization**, and provides the context for action in it and by it."

Gareth Morgan.

Briefly,

Organizational culture is generally understood as **all of a company's beliefs, values and attitudes, and how these influence the behaviour of its employees.**

Characteristics

So let's look at the seven characteristics of organisational culture and how they might manifest in your workplace:

1. Innovation

Companies that value innovation will encourage their people to be brave and take risks. This will empower people and inspire them to think creatively. Companies that do not value innovation will have set guidelines and practices that must be adhered to.

2. Attention to Detail

This dictates the level to which employees are expected to be **accurate** in their work. For some organisations, attention to detail is key to success. Financial organisations and law firms are prime examples of this. A culture that places a high value on this will expect its employees to undertake their duties with **precision**. A culture that places a low value on this will adopt a **"fail fast"** mentality - which places emphasis on trying new approaches. This often links with Personal Growth and how people prefer to be challenged within the workplace.

3. Outcome (Results)

Companies that value outcomes will focus on results above all else. They will strive for results by any means necessary. In contrast, other organisations will consider the wider impact of their work and strive to ding things in 'the right way'.

4. Relationships

Organisations that value relationships will be focused on building a culture where people work collaboratively and feel supported by their managers and leadership teams. Conversely, others may have a competitive mindset and have a more hierarchical structure that prioritises more formal or financial motivations. Relationships feed directly into the emotional brain style and how important this is to a team will depend on their predominant brain type.

5. Values

Values are something every organisation will have... however - for some organisations values such as fairness, doing the right thing, and supporting environmental or sustainable societal actions will be more important. For others, this will be less of a priority and - instead - they will focus more on other organisational culture characteristics. Organisations that place more emphasis on values may have more reflective people within their teams.

6. Freedom

This characteristic looks at whether organisations give their employees the freedom and autonomy to work when, where and how they like!

Organisations that don't prioritise freedom may have more rigid processes and structures. Freedom is linked to the instinctive brain system.

7. Stability

A company that encourages stability will be administrative and rule-orientated. It will focus more on outputs and processes than growth. Companies that do not value stability will regularly adapt their processes and practices. The former may have more people with a predisposition to reflective brain types, while the latter may have more instinctive individuals.

Culture liabilities

- Barriers to change
- Barriers to diversity
- Barriers to acquisitions and Mergers

