

# Organisational culture

[Business](#), [Organization](#)



## Aid in Changing and Improving the Company's Organizational Culture

Proposal to Change and Improve the Company's Organizational Culture All aspects of this proposal are based on a fictitious situation. I will summarize the aspects of the organizational culture and the aspects that could improve the culture of this fictitious organization. I currently hold the position of manager at a small, privately owned coffee bistro/book store. I have been an employee there for 3 years and have held the management title for 6 months. There are a total of 11 employees of differing sections.

As cited by Greenberg an organizational culture is the shared beliefs, expectations, or core values of all the people within the organization (Schneider, 1990). The proposal outline will be structured around this premise. The organizational culture of the organization where I work There are 6 different kinds of cultures wealth organizations. They are sensitive to others, interest in new ideas, willingness to take risks, value placed on people, openness of available communication options, and friendliness and congeniality (Martin, 1996).

I have observed that the organization for which I work embodies 4 of these, which I will discuss in detail in the final report. I also plan to discuss the influence that the owner has had on this culture as well as how the organization has what is referred to as a market culture. As manager I run the organization on behalf of the owner, who is the foremost authority. An organization's culture may be either strong or weak. I believe that we have the latter, as some employees have stated that they feel uninspired by the work that they do.

It is my belief that the culture is a relatively healthy one because the employees are valued members of the team and their opinions are respected. However, it can be improved. How new employees are accommodated in my organization In my experience a new employee is always warmly welcomed and informed (by either the owner, manager or colleagues) of the policies, beliefs, and expectations of the organization. Each employee will have an orientation week (which includes necessary training) when they begin their employ.

Other than the training, as manager I offer guidance as well as leading by example. How I could improve the culture of my organization I believe that I could assist in improving the culture by making use of the method of organizational memory. A statement of principle would lead to reinforcing the owners values. I also suggest that a more ethical organizational culture is encouraged and will examine the importance of this as well as how it can be accomplished through leadership and fellow employees.

The concept of creativity within the individual and team is vital and should be encouraged, this may encourage any employee that feels the work is not inspiring or fulfilling. I also suggest regular staff meetings to keep all up to date with progress or hindrances. It is important to reward excellence and accept mistakes, ensuring that a culture of open-communication can be established (Matheson, 2013). Offering incentives to new employees by rewarding their good work to others. The rewards and incentives do not need any monetary support as there are many ways, which will be provided in the report, to do so without cost.