# Discussion leader mod9

Business, Management

Culture AFFILIATION: Organizational culture consists of different key factors such as globalization, networking and other such factors (Lann, 2008). The opportunities I received in shaping the culture of the organization as a department manager is to promote team work and also to encourage subordinates towards an open door policy. This would allow subordinates to come out of their shells and discuss their ideas and suggestions towards completing projects and other tasks assigned by the organization. Organizational norms differ from one organization to another and these shared basic assumptions as defined by Schein (2004) acts towards developing the culture of the organization.

Some reservations were faced by employees who did not want to demonstrate any type of creativity in the work. Other obstacle faced was that some employees were not willing to work in teams. This was creating a work barrier and tasks were being delayed due to these conflicts of working alone rather than in teams. As a department manager, I had to demonstrate leadership skills that would allow the subordinates to understand the importance of creativity and team work in organizations. Leadership tactics needs to be demonstrated according to the situation in the organization (Northouse, 2013). Hence, I gave them part of the project tasks and asked them to complete it within a certain deadline. Once they handed over the tasks, the showed them that the rest of the project tasks were assigned to other team members and the project due to team work was completed in the shortest time frame. The subordinates were able to understand the importance of team work due to this activity conducted.

Leaders needs to create positive corporate environment and consciousness

among subordinates to achieve success (Mahal, 2009).

References

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