

Organization culture exercise

[Business](#), [Management](#)



Organization Culture Exercise: A Case Study of British Council The organization chosen by me is British Council, for which I have been recently working for as a regular employee. I am working in the regional office of the organization based in Lahore, Pakistan. The organization is a multi-national one, based in United Kingdom, and is operating across the world in more than 120 countries. The aim of the organization is to promote the cultural relations as well as the educational opportunities for the students all around the world. The organization is primarily engaged in building up the trust of UK through the exchange of knowledge and excellence. The personnel of the organization are involved as well as specialized in the arrangements of intercultural dialogues, networks and relationships. The organization is also involved in promoting education among the poor people of several countries.

Considering the transparent role that the company is playing in terms of bringing together the people of different countries for the promotion of culture, the organizational culture of British Council is an example to be followed by the same people who are involved in different programs initiated by the organization.

Considering the discussion of the organizational culture, the Competing Values Framework is one of the most successful business models which can answer well about an organizational environment and its working. The significant traits of this model can be seen through figure presented below:

Figure (1)

The figure shows that the fulfillment of the competing values can be an effective source for the organizational effectiveness.

The model presented above can be said to be perfectly executed in the organizational culture of British Council. The human resource development is the key aim within the organization according to which the morale of the individual employees of the organization is boosted through various means. The internal process of the company is very transparent in which all the employees have stability in their job and they have firm control over their duties. The key aim is the spread of the information through all the departments involved in the organization into a particular activity. Growth is another feature that the employees are expected to show in the organizational environment, which means that the employees have to be forward-thinking and have positive approach in carrying out a particular function, and this is one main feature that has been experienced by me in the British Council's organizational culture. The employees of the BC are also expected to be efficient and productive and for which they have better resources by using which they can become more transparent in their approach that they have adopted.

The effects of this type of an organizational culture adopted and being followed by the employees of the British Council is really making them the veteran in promoting culture throughout the world. The internal working culture of the company can be considered as a clan culture which is quite true as a very pleasant working environment is established in the organization where everyone is free to operate. This has the direct effect on the organizational performance in terms of providing it the space to perform better and meet its objectives for which it has been founded.

References:

<https://assignbuster.com/organization-culture-exercise/>

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