

The Fit Organization: How to Create a Continuous-Improvement Culture  
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What is Organizational Culture?  
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Creating and Sustaining a Culture  
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How Employees Join a Culture  
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Creating a Positive Organizational Culture  
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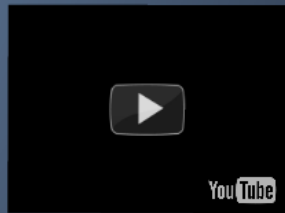
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What Do Cultures Do?  
Creates distinction between one organization and another.  
Creates sense of identity for organization members.  
Facilitates generation of commitment to something larger than individual interest.

 Global Implications  
Organizational cultures often reflect national culture.

What managers can do to create a more ethical culture

- 1. Encourage ethical behavior
- 2. Promote ethical behavior
- 3. Encourage ethical behavior
- 4. Encourage ethical behavior

Creating an Ethical Organizational Culture  
The organizational culture most likely to shape high ethical standards among its members is one that's high in risk tolerance, low to moderate in aggressiveness, and focused on means as well as outcomes.



# The Fit Organization: How to Create a Continuous- Improvement Culture



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# What is Organizational Culture?

- Definition: A system of shared meaning held by members that makes it distinct from other organizations.

There are 7 characteristics that define it:

- Innovation and risk-taking
- Attention to detail
- Outcome orientation
- People orientation
- Team orientation
- Aggressiveness
- Stability

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# Acronym Activity

In your teams, try and come up with the best acronym for the 7 characteristics of Organizational Culture

## IAOPTAS

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Be Creative!

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A key factor to know in regards to Organizational Culture:

- It's not the same thing as job satisfaction (how they see, not on how they like/dislike it)

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Organizations are comprised of a dominant culture followed by sub-cultures of various levels

- Dominant culture: the core value shared by the majority of the organization
- Subcultures: Minicultures within an organization, typically defined by department designations and geographical separation

One can tell us as to whether they have a strong or weak culture based on how the organization members recognize the core values

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Culture vs. Formalization

High formalization leads to better predictability, orderliness, and consistency.

Different aspects leading to the same goals

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## What Do Cultures Do?

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# Culture Creates Climate

Poor young chap.....he attended a seminar organised by Management.... *"admit mistake and earn respect"*.... he admitted one.....they sacked him !!!

