

Establishing an "ECL" Culture in China: Organizational Difference or National Difference

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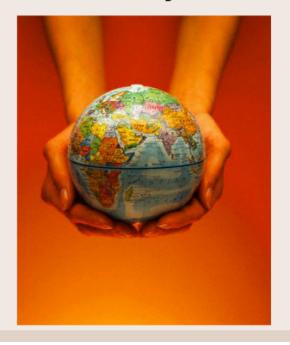
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What is Culture

In the general sense, culture is the **guidelines and directions for how we think and behave**. It is made up of values, rituals, symbols, beliefs, and thought processes.

It is the distinct way people who live differently classify and represent their experiences.







Organizational Culture Defined

It is the culture in any kind of organization whether it is school, university, non-profit group, government agency, or business entity.

Organizational Culture concerns the way people and groups interact with each other, clients, and stakeholders.

It is the pattern of collective behaviors and assumptions that are taught to new organizational members as a way of perceiving, thinking, and feeling. The behaviors and assumptions taught are decided on by the leaders of the company/organization/business.