Module IV. SOFT

Interpersonal Skills Course

Topic 7. Leadership

Lesson 1 Organisational Culture

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IN THIS LESSON, WE WILL LEARN TO…

1. DISTINGUISH DIFFERENT STYLES OF ORGANISATIONAL CULTURES

2. CHOOSE AND APPLY ORGANISATIONAL CULTURES

1. TYPES OF ORGANISATIONAL CULTURE

POWER CULTURE

Power is held by just a few individuals whose influence spreads throughout the organisation. This is the case, for instance, of family businesses.

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1. TYPES OF ORGANISATIONAL CULTURE

ROLE CULTURE

Organisations with a role culture are <u>based on rules</u>.
<u>Power</u> in a role culture is <u>determined by a person's position</u> (role) in the organisational structure.

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1. TYPES OF ORGANISATIONAL CULTURE

TASK CULTURE

Task culture forms when teams in an organisation are formed to address specific problems or progress projects.

The task is the important thing, so power within the team will often shift depending on the mix of the team members and the status of the problem or project.

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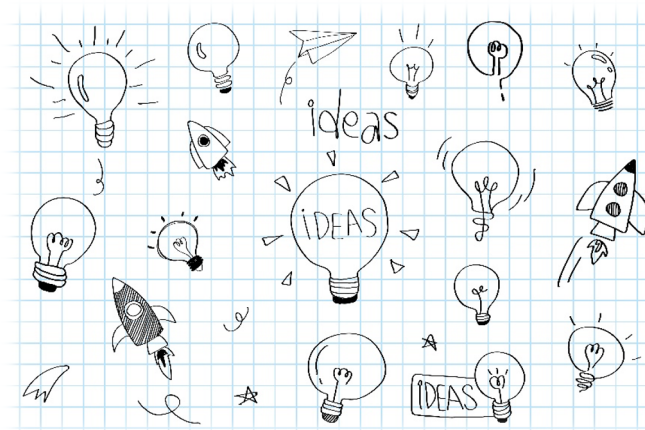Creativity + Innovation & Technology

1. TYPES OF ORGANISATIONAL CULTURE

PERSON CULTURE

In organisations with personal cultures, individuals very much see themselves as unique and superior to the organisation.

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1. TYPES OF ORGANISATIONAL CULTURE

ADHOCRACY CULTURE

This culture is based on <u>energy and creativity</u>.
Employees are encouraged to take risks, and leaders are seen as innovators or entrepreneurs.
The organisation is held together by experimentation, with an emphasis on individual ingenuity and freedom.

Co-funded by the
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1. TYPES OF ORGANISATIONAL CULTURE

MARKET CULTURE

This culture is built upon the dynamics of competition and achieving concrete results. The focus is goal-oriented, with leaders who are tough and demanding.

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2. TO CHOOSE AND CREATE AN ORGANISATIONAL CULTURE

The types of organisational culture described above are not exhaustive and can be mixed up and changed until each organisation creates its own and unique culture.

Depend on the focus of the organisation / working group / company on internal structure and integration vs. external focus and differentiation, stability and control vs. flexibility and discretion, etc.

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2. TO CHOOSE AND CREATE AN ORGANIZATIONAL CULTURE

In a healthy culture, the working team should be aware of being part of a team and gain satisfaction from helping to the overall organisation success.

When the team senses that it is contributing to a successful group effort, its level of commitment and productivity, and thus the quality of the company's products or services, are likely to improve.

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CONCLUSION

Any working group is ruled by a culture, formal or informal, intentional or not.

What is important is to become aware of this organisational culture so one discovers that it is not a set feature, but something that can be intentionally changed and improved for optimum teamwork.

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