

HR Matters: Organizational Culture

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Narrator 1: Hi, I am Wanda Workforce. Our conversation today is about organizational culture. Culture is the system of beliefs that drives behavior. What does organizational culture look like in the workplace?

Here are examples. You can see it in how staff dress, lunch conversations, work assignments, opportunities for advancement, or even expectations. Now, let's hear about what drives organizational culture.

Narrator 2: Culture is the unique way that our agency lives out its organizational mission. Based on Gallup's research, they have identified the five most significant drivers of organizational culture.

The first is Leadership and Communication. Consistent, ongoing communication from leaders allows employees to stay focused on organizational goals. Second, Values and Rituals. Strong values enable leaders to guide employees in the path ahead. The culture of your organization is always growing and developing. The third is Human Capital. Leaders have an opportunity to shift to cultures based on performance development where individuals experience growth.

Next, Work Teams and Structures. They function seamlessly and are essential for organizations to flourish. The last is Performance. If managers build relationships with those on their teams, they can provide feedback and coach each person on their individual performance.

Narrator 1: Let's reflect on what you just heard. Our five drivers are Leadership and Communication, Values and Rituals, Human Capital, Work Teams and Structures, and Performance.

Which one do you believe to be the most important? You are all correct because they are all equally important. Ultimately, culture shapes employee perceptions, behaviors, and understanding. A strong organizational culture creates a more positive and productive work environment!

See you next time on HR Matters!

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