

organisation culture and leadership

In the early stages you are focusing on building a core team and taking what you value and applying gap to your hiring strategies. Leaders have a responsibility to both define, teach, leave, measure and reward the culture they want to build.

As a business grows specially in startups it is upto the founders to ensure alignment between the company believes and the behaviours that the leadership team reinforces when changing corporate culture.

Understanding culture

- Values
- world view
- Socio culture

Culture is the characteristic of a particular group of people define by language, religion, social habits, music, art etc.

Organisational culture is the behaviour of humans who are part of an organisation and the meanings that the people attached to their action.

Culture values
 Culture values are the ideas about what is good, right, fair and just. Sociologists disagree ~~know~~ even on how to conceptualise value. Conflict theory focus on how values differ b/w groups within a culture while ~~personalism~~ functionalism focus on shared values within a culture.

World view
 World view is the fundamental cognitive orientation of an individual or society ~~income~~ ~~past~~ encompassing the whole of the individual's knowledge and point of view. A world-view can include natural philosophy, fundamental values, emotion and ethics.

Socioculture

The term socioculture system embraces ~~for~~ ~~these~~ society, culture & system a

- Society is a no of interdependent
- A culture is the learn behaviours
- A system is a collection of part which interact with each other to function as a whole

Components of socioculture

- Economic system
- Political organisation
- Social structure
- Belief system

Aspects of Leases

Importance of culture.

- ① Culture affects market demands
- ② Managerial behaviour is driven by cultural knowledge
- ③ Knowledge of native cultures is useful when dealing with home markets but it has little value when dealing in foreign market
- ④ Cultural effect the nature of business negotiation
- ⑤ Culture ex as a written entry barriers but it can be overcome but cultural activity
- ⑥ Speed work and quality

Aspects of healthy & em in healthy culture and adaptive culture

- Healthy co-culture
- Values and a healthy cooperate culture.
- Minimum levels of any health

- unhealthy corporate culture

- People come & go no one cares
- The leaders are the only ones who have set off.
- Feeling & anxiety
- Employees are treated like things not like people.
- Organisation does not listen to its employees

- Adaptive culture

- (1) An open transparent adaptive culture in leadership and management processes create rules for innovation like accountability and creativity.

Another definition of building adaptive culture concept and process and leadership and change in organisation is sharing all responsibilities of the position in the hierarchy of command in the organisation

changing a problem cultures

★ organisational change can be defined as the alteration in structure technology

or people in an organisation or behaviour by an organisation.
An organisational change occurs due to two major factors.

1) External factors

2) Internal factors

Importance of organisational change

- It improves the mean to satisfy the economic requirements of people.
- It enhances the feasibility of an organisation
- It promotes employees satisfaction and well being.

The need for planned change

Planned change take place in an organisation when there is a demand for change due to two types of forces. These forces are grouped into internal sources and external sources

Process of planned change

1) Unfreezing

2) Changing

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3) Refreezing (Create Karena plan)

Types of planned change

- Change in structure
 - Change in technology
 - Change in people
- ★ Change in structure
- Change in management
 - New management
 - Change in position or location
 - Change in objective
 - Launching new branches
- ★ Change in technology
- need of office automation
 - Installing new hardware & software
 - Executing new work in procedure
 - Producing new product & devices
 - New training research and development programme
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* change in people

- New Candidate requirement
- promotion or demotion
- transfer to other location
- Training & development

Rounding the culture in core values and ethical

Culture is the water in which fish live but when we fine ourselves in a process with person who are not us not americans just not as us the issue of culture larger presents presents more interesting challenges and have the potential to play a much greater role in the process and results.

Culture values which every individual bears with him or her & there is another culture value. The culture of nations and institutions which certainly can affect the deal process. From the view of some nations that certain industries or companies are part of the nations and therefore subject to different and often unwritten rules. The role of labour union in corporate govt. and even in the united states which makes determination about national

security. and its role in prospect-ive deals which one might argue are known cultural then legal. These issues will not be the focus of this paper but the shadow of this border culture than extend to much of the discussion.

Some cultural norms influence business strategies such as

- Relationship expectations
- Reference for products & services
- Perception of external business and local ethics