

CREATING A POSITIVE WORK CULTURE

A positive work climate exists when all employees feel comfortable, wanted, valued, accepted, and secure in an environment where they can interact and relate with people they trust. A positive work climate affects everyone associated with the organization – customers, staff, vendors, and the community. It is the belief system or culture that underlies the day-to-day operation of an organization.

Improved organizational climate is a goal to pursue. Business Leaders need to constantly work toward improving their organizational climate, culture, and conditions so that productivity is improved.

If you are to make your staff think better of themselves, the work environment must :

Be Friendly instead of hostile,

Be Open instead of closed,

Be Supportive instead of discouraging,

Be Relaxing instead of stressful,

Be Inclusive instead of divisive

Be positively reinforcing

Give the people the Freedom to create

Be Flexible

Have a Top management, which believes in Macro Management.

Promote passion

Help People have fun doing what they are doing.

| NEGATIVE WORK PLACE | POSITIVE WORK PLACE |
|--|---|
| The leader or process owner is unfriendly | The leader or process owner is interested in his/her employees |
| The leader or process owner is critical. | The leader or process owner has an encouraging attitude. |
| There is high employee turnover. | Employees like working there and are loyal. |
| There is low employee morale. | There is evidence of pride of belonging in everyone. |
| People don't get much performance feedback | People know where they stand with their supervisors. |
| Lack of commitment to the process from senior leaders. | Senior leaders are committed to the process and model the agreed-upon behaviors |
| Lack of shared vision and collective goals. | There is a shared vision. |

To create a positive work culture

Recruit people who fit the job profile.

Orient them properly, so that they fit in the new environment.

Use training as a support and motivational tool.

Communicate with the employees consistently and clearly.

Recognise and Reward.

Align support systems to reinforce the desired culture.

Define the guiding behaviors that support the organization's values.

Conduct regular gap analysis via a cultural audit.

Courtesy: National Training & consultancy

But the key for positive work culture is “TSCR”.

Tell people what you expect of them.

Show interest in your employees.

Create an encouraging environment.

Recognize and reward good performance.

For a culture to survive and thrive, it is generally accepted that leaders in the organization need to exhibit certain behaviors. Change-oriented leadership behaviors include tuning in to the environment, challenging the prevailing wisdom, communicating a compelling aspiration, building coalitions, transferring ownership to a working team, learning to persevere, making everyone a hero.

However, leaders cannot create a positive culture alone—they must provide the necessary conditions for sustaining momentum. This includes providing resources (financial and human resources, support systems, including a network of people), identifying competencies (new knowledge, skills and behavior required for future cultural success) and establishing reinforcing behaviors by linking rewards to desired behaviors.

Final word

To retain the best of the best a positive work culture is a necessity. A positive work culture leads to better productivity and better bottom line. A corporate culture often happens by default instead of design. But companies that purposefully set up their culture are far more successful than companies that have a culture that exists by default.

Strive and create a work environment where people enjoy coming to work everyday.

By: NTC Team

Note: Hope you liked the content, we value your feedback:

In case of any query or suggestion feel free to write on **email: info@ntc-india.co.in**

Courtesy: National Training & consultancy

