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

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 every day.

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@ntcindia.co.in