

Reviewing the Culture Theories

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Running Head: REVIEWING THE CULTURE THEORIES**Abstract**

Organizations operate within a defined cultural ethic domain that includes unique behaviors, patterns, communication and decision-making between the employees and the management. The cultural theory of an organization describes how human resources operate within defined assumptions, values, attitudes and behaviors that influence the achievement of missions, tasks and goals. Effective leaders must encourage collaboration and teamwork in order to build a culture that supports the delivery of quality services. Although changing an organization's culture can be difficult, leaders should understand the behaviors, attitudes and values of the employees and encourage respect amongst the employees while also working towards the achievement of similar objectives. Embracing a transparent organizational culture is not only effective in improving employee performance, but it also helps organizations develop strong tactics to solve some problems that inhibit success.

Key Words: *Cultural theory, behaviors, communication, decision-making, missions, tasks, goals, collaboration, teamwork*

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Reviewing Cultural Theories

According to Katzenbach et al. (2016), organizational culture is the self-sustaining pattern of behavior that determines how different organizations perform their operations. It includes assumptions of shared beliefs, languages, systems, values and behaviors developed by the organization to operate within its environment, which directly influence the way the organization's human resources deal with each other (Farell, 2018). In any profit-oriented organization, culture plays a fundamental role in determining employees' behaviors at work. These include a determination of how they access and respond to information, how they influence or get influenced by their coworkers, and how they initiate decision-making and resource allocation of their organizations. While these elements are crucial in initiating a successful organizational change, leaders and company managers must embrace exemplary change management systems that work within the current culture of the employees in order to make them feel more comfortable and engaged.

Description of Culture/Cultural Differences

Different organizations experience differing organizational cultures within their education (Tsai, 2011). At Ace Elementary School, the management prioritizes the need to teach the best academic values to their students by maintaining well-being and academic prowess facilities. For instance, the cultural value ultimately operates with a focus on creating academic nurturing foundations and a supportive environment that fosters learning and development. Particularly, it emphasizes the building up of collaborative teamwork, strong leadership foundations, and an effective decision-making system to implement strong academic lines and development approaches.

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Consequently, Ace Elementary School operates within distinct lines of cultural beliefs. Although a culture of collaboration is often emphasized to address the diverse needs of disabled students, Ace Elementary's board of management, teaching and support staff believes that some specific measures must be incorporated to facilitate efficient learning. For instance, the organization believes that decision-making, planning and ruling guides must be implemented and facilitated by the senior stakeholders such as the head teacher, deputy head teacher, board of management and heads of departments. It is also believed that teaching should be aligned with specific age patterns and experiences such that recruits should teach at lower elementary levels while older people should teach at senior levels. These cultural beliefs ultimately contribute to inefficient lines of communication and teaching between the management and the junior staff, thus creating an educational development dormancy.

Further, Ace Elementary strives to create a culturally inclusive environment that appreciates diversity to curtail disparities. The school encourages a conducive working environment for both teachers and support staff by promoting tolerance, understanding and respect for each other's distinct cultural norms. Nonetheless, the school may not be harnessing the best resources to reciprocate these strategic approaches and promote an equivalent culture amongst all human resources. Perhaps various managerial departments experience cultural differences in language, ethnicity, gender and cultural diversity. In various ways, these differences directly impact students' performance due to associated high employee turnover, workplace discomfort and disrespectful behaviors, which demoralize workers.

The Organization's Consensus on Mission, Tasks and Goals

According to Farrell (2018), the success of an organization is evaluated by its ability to thrive in its mission, tasks and goals. However, the prowess of these elements is based on the

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framework of organizational culture that facilitates the achievement of internal operations, thus contributing to long-term success. Organizational leaders must adapt and incorporate current organizational culture practices to facilitate reinforcements that lead to milestone successes. As part of cultural theoretical practices, building a transparent consensus on mission, tasks, and goals involves creating a working environment that encourages teamwork, collaboration, respect and acknowledgement of employees' competencies.

With the aim of developing a successful consensus on mission, tasks and goals, Ace Elementary is established into a collaborative leadership system comprised of the school headteacher, teachers and student support staff. This body works in tandem to ensure students are provided with excellent academic values. However, the school needs to incorporate a strong parental bond to harness success from both internal and external sources. Parental involvement in performance strategies is crucial in conducting students' needs assessments and contributing to the identification of the school's strengths and weaknesses for success. With unclear collaboration between the school, the community and stakeholders, this challenge poses a direct impact on the articulation and achievement of vision and mission statements. Building a strong stakeholder body that includes administration, teachers, support staff, community agencies, and parents is critical to creating a positive cultural environment that advocates for equality and development in the organization.

Accordingly, Ace Elementary School follows an inclusive decision-making system that encourages the setting of SMART goals and achievement strategies. For any organization, developing a consensus mission, tasks, and goals should align with the focus of creating an exemplary decision-making system. Indeed, it is vital to adopt an approach that encourages transparent communication between different departmental units and open sharing of ideas

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between different stakeholders. The efficient decision-making approach of Ace Elementary School contributes to the appropriate meeting of organizational goals, visions and tasks. Thus, adopting a successful change management system is instrumental in fostering a positive cultural environment that appreciates the role of everybody in the success of the organization.

Role Versus Job Description

Ace Elementary School needs to be more proficient when it comes to delegating teaching duties. While the school struggles to maintain top performance and lead successful graduations, this challenge is perpetuated by clumsy recruitment strategies and allocation of duties. For instance, while I am specialized in teaching special education, I have recently been held to train paperwork and deliver out-of-class cores, such as preparing school reports and letters. Doing papers will ultimately inconvenience my role due to inexperience and incompetency. As a professional teacher, I enjoy working in an interactive environment and building students' skills. Despite feeling this was an extra burden, I also experience inadequate resourcing and finance to accomplish the training program. Thus, the school needs to harness the best resources and incorporate effective decision-making lines that ensure each employee is assigned tasks that fit their experience levels.

Conclusion

Current cultural perspectives have proven crucial in building a high spirit of performance and success for any organization. Organizational leaders and managers lead a more productive function when they recognize team building and collaboration as cornerstones to enhance equivalent cultural ethics in the organization. Cultural elements such as transparent communication, effective decision-making, and appreciation of others' cultural values, language and behaviors are crucial in building collaborative teamwork that focuses on achieving similar

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organizational goals. Those explicit success strategies must align with organizational change practices and aim toward solving some organizational problems that inhibit long-term success.

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