

Type of Organisational Change

Organizational culture refers to the shared values, beliefs, attitudes, behaviours, and practices that characterize an organization. Organizational culture is shaped by a variety of factors, including the organization's history, leadership, strategy, and external environment. In recent years, the world has experienced significant cultural changes, which have influenced the type of cultures that exist within organizations.

There are several types of organizational culture, including:

Clan Culture: This culture is characterized by a family-like atmosphere where employees are valued for their loyalty and teamwork. Clan cultures are often found in small businesses and startups, where the focus is on collaboration and creativity.

Adhocracy Culture: This culture is characterized by a dynamic and entrepreneurial environment where employees are encouraged to take risks and experiment with new ideas. Adhocracy cultures are often found in industries such as technology and consulting, where innovation and agility are critical to success.

Market Culture: This culture is characterized by a focus on achieving measurable results and winning. Market cultures are often found in industries such as finance and sales, where competition is intense and success is measured by financial performance.

Hierarchy Culture: This culture is characterized by a formal and structured environment where rules and procedures are followed closely. Hierarchy cultures are often found in industries such as government and healthcare, where stability and consistency are critical.

In recent years, the world has experienced significant cultural changes, driven by factors such as globalization, technological advancements, and demographic shifts. These changes have had a profound impact on the types of cultures that exist within organizations.

One of the most significant cultural changes in recent years has been the increasing importance of diversity, equity, and inclusion (DEI) in the workplace. Organizations are recognizing the importance of creating a culture that values and celebrates differences in race, gender, ethnicity, sexual orientation, and other characteristics. This has led to the emergence of cultures that prioritize DEI, such as cultures of belonging and cultures of allyship.

Another cultural change in recent years has been the increasing focus on employee well-being. The COVID-19 pandemic has highlighted the importance of mental and physical health, and organizations are responding by creating cultures that prioritize employee wellness. This has led to the emergence of cultures of care, where the well-being of employees is a top priority.

Finally, the world has experienced significant cultural changes related to technology and remote work. The widespread adoption of remote work has led to the emergence of cultures that prioritize flexibility and adaptability. Additionally, the increasing use of technology in the workplace has led to cultures that prioritize innovation and digital transformation.

Overall, the world has experienced significant cultural changes in recent years, which have influenced the types of cultures that exist within organizations. These changes have highlighted the importance of creating cultures that value diversity, equity, and inclusion, prioritize employee well-being, and are flexible and adaptable in the face of technological advancements and global challenges.

Creating, Sustaining, and changing a culture: -

Organizational culture is a complex and multifaceted concept that plays a critical role in shaping the behaviours and practices of an organization. Creating, sustaining, and changing a culture requires a deliberate and intentional effort on the part of organizational leaders and members. In this context, it is important to understand the various factors that contribute to the formation, maintenance, and transformation of organizational culture.

Creating a Culture:

Creating a culture requires a deliberate effort on the part of organizational leaders to define and communicate a clear set of values, beliefs, and behaviours that align with the organization's mission and vision. This process involves several steps, including:

Defining Core Values: Organizational leaders must define the core values that are central to the organization's culture. These values should be aligned with the organization's mission and vision and should reflect the beliefs and priorities of its members.

Communicating Core Values: Once the core values have been defined, organizational leaders must communicate them effectively to all members of the organization. This involves creating a clear and concise message that outlines the importance of these values and how they align with the organization's mission and vision.

Reinforcing Core Values: Finally, organizational leaders must reinforce the core values by incorporating them into the organization's policies, procedures, and practices. This helps to ensure that the values are consistently upheld and practiced by all members of the organization.

Sustaining a Culture:

Sustaining a culture requires ongoing effort and attention to ensure that the values, beliefs, and behaviours that define the culture remain relevant and effective. This involves several steps, including:

Encouraging Participation: Organizational leaders must encourage participation from all members of the organization to ensure that the culture remains relevant and reflective of the needs and priorities of its members.

Maintaining Accountability: Organizational leaders must hold members accountable for upholding the core values and behaviours that define the culture. This helps to ensure that the culture remains consistent and effective over time.

Adapting to Change: Finally, organizational leaders must be willing to adapt the culture to changes in the external environment or internal priorities. This involves regularly reviewing and updating the core values and behaviours that define the culture to ensure that they remain relevant and effective.

Changing a Culture:

Changing a culture requires a deliberate and intentional effort to shift the core values, beliefs, and behaviours that define the culture. This involves several steps, including:

Identifying Areas for Change: Organizational leaders must identify areas where the culture is not aligned with the organization's mission and vision or is hindering its effectiveness.

Communicating the Need for Change: Organizational leaders must communicate the need for change to all members of the organization to build support and understanding.

Implementing Change: Finally, organizational leaders must implement changes to the core values, beliefs, and behaviours that define the culture. This may involve revising policies and procedures, redefining roles, and responsibilities, or introducing new practices and behaviours.

Overall, creating, sustaining, and changing a culture requires a deliberate and intentional effort on the part of organizational leaders and members. This process involves defining and communicating core values, encouraging participation and accountability, adapting to change, and implementing changes as needed. By prioritizing organizational culture, organizations can create a cohesive and effective environment that supports their mission and vision.

How culture influence International OB?

Organizational behaviour refers to the actions and attitudes exhibited by individuals and groups within an organization. The behaviour of individuals and groups is shaped by several factors, including culture. Culture plays a significant role in shaping international organizational behaviour, influencing how individuals and groups interact with one another, as well as how they respond to external factors.

International organizations operate in diverse cultural environments, which can impact their behaviour in several ways. Some of the ways in which culture can influence international organizational behaviour include:

Communication: Culture can impact the way in which individuals and groups communicate with one another. For example, in some cultures, direct communication is valued, while in others, indirect communication is preferred. This can create challenges for international organizations, as individuals from different cultures may misunderstand or misinterpret one another.

Decision-making: Culture can also impact the way in which decisions are made within an organization. In some cultures, decisions are made in a hierarchical manner, with senior leaders having the final say. In other cultures, decisions are made collaboratively, with input from all members of the organization. These cultural differences can impact the decision-making processes within international organizations, creating challenges for effective decision-making.

Leadership: Culture can impact the way in which leaders are viewed and the leadership style that is effective within an organization. For example, in some cultures, leaders are expected to be authoritative and directive, while in others, leaders are expected to be collaborative and inclusive. These cultural differences

can impact the way in which leaders are perceived and the effectiveness of their leadership style within international organizations.

Conflict Resolution: Culture can also impact the way in which conflict is resolved within an organization. In some cultures, conflict is viewed as a natural and even productive aspect of organizational behaviour, while in others, conflict is viewed as disruptive and negative. These cultural differences can impact the way in which conflict is addressed and resolved within international organizations.

In order to effectively manage international organizational behaviour, it is important for organizations to be aware of and sensitive to cultural differences. This requires organizations to invest in cross-cultural training and development programs, as well as to establish processes and policies that are inclusive of diverse cultural perspectives. By prioritizing cultural sensitivity and awareness, international organizations can create a more effective and cohesive organizational environment that supports their mission and objectives.