

What factors create and sustain an organization's culture? How important is the role of organizational leaders?

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Abstract:

Conventions and traditions exist in the organizations. The leaders of the association more often than not have a general thought of how the association ought to address the issues of outside adjustment. These issues are: improvement of objectives and technique of the organization; advancement of objectives and intends to accomplish objectives; advancement of the assessment arrangement of the organization; advancement of remedial strategies, i-e strategies for correcting mistakes. Corporate culture is the method for comprehension and entrance. Demeanor managers and employees, who are in crisis, prompting the making of new standards, values, techniques for work and uncovers vital fundamental standards of corporate culture. The creation and structure of the organization; framework and standards of the association; inside configuration, exterior and structures all in all; stories, legends and myths about the most essential occasions and individuals; official articulations and records pronouncing the organization's philosophy, its theory and belief system are auxiliary instruments to actualize corporate culture ideas and thoughts of its originators and managers. Corporate culture is a method for comprehension and infiltration. Environment assumes an imperative part in the advancement of culture. Simply plan strategies and techniques embraced by the corporate culture that lecture the association are insufficient. The manager must have a genuinely complete picture of the corporate culture when all is said in done and specifically, shaping a corporate culture. Its undertaking is to comprehend the part and place of his own and corporate culture in accomplishing the association's goals, capability recognizes its specificity,

change and keeps up an ideal level. Three variables assume an unequivocal part in tackling the issue of keeping up a corporate culture framed. Inclination is given to those that are better with the organization's authoritative culture and esteem framework, which is indistinguishable to the last choice of the corporate.

Decisions made in the organization should be factual, same as solving of its conflicts (Dull, 2010).

For example, when one commits an offense, the problem should be solved in a mature way and a sensible manner.

There should be continuous improvement as a way of life through reward and recognition of employees' involvement and empowerment. They should be empowered to believe that they have the power to make things happen (Cheung, Wong & Wu, 2011).

Good leadership is essential in business. Leaders in an organization help to transform potential into reality. They are a key human resource in any organization, for example, better leaders develop better employees and

Some of the factors that create and sustain an organizational culture are the obvious factors that are imminent in everyday work (Bryson, 2011).

Teamwork throughout the organization creates a sense of ownership and commitment among the employees.

This creates a profitable and sustainable working environment.

Open and truthful communication amid the members of the organization enables work and issues to be handled in the right and mature way. For instance, when a worker is faced with conflict, he should be able to handle it constructively by confronting it and resolving the whole issue (Keyton, 2010).

play an important role in shaping
future of an organization.

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- when combined together the two bring out better results (Cameron & Quinn, 2011). They also help in cultural competence, where the efforts of an organization need the involvement of a leader, and without this, pace of work tends to be slower. For example, a chief executive officer is explicit about cultural competence which presupposes following the lead. Without proper knowledge of leadership roles, the roles lose effectiveness in generating employees and groups (Zheng, Yang & McLean, 2010). For example, team building at the end of the month in an organization enables cohesion among the employees.
- In conclusion, defining leadership is more than awareness of the leaders. It requires skill for conducive enhancement of the organization. Leadership, organizational culture, and strategy

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