[Name of the Writer]

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**Best Practices**

One of the best practices an organization can provide to its employees is the career growth opportunity; such that when there is a clear career path for employees in an organization it makes employees much motivated for accomplishing the organizational goals (Bolman & Deal, 2017). The second best practice is to build a robust inter-team relationship within the organization. This will increase employee engagement which is best for the company's productivity and will yield the most positive outcomes.

**Key Roles of the Leaders**

The first key role which is crucial characteristic of the leader in achieving a strong organizational culture is, to provide the employee with proper feedback and innovative ideas or plans, this gives the employee a sense of belonging and pride in being connected to the organization and its working. This also provides an employee with the meaning and purpose of their work (Cherry, 2018). The second most important key role of a leader is to identify the weak points and short comings of an employee and they could initiate a plan of attack along with the employee. This strategy or key role of a leader creates in an employee the motivation, satisfaction and also helps in the employee retention.

**Valuable Insights**

The team presentations provide with the powerful insight gained into the organizational culture is that the culture is a critical component in ensuring the motivation to the employees, which in turn helps in the retention and engagement of the employees in an organization. The second fundamental insight gained of the impact an organization's culture has on the failure or success is by achieving the aimed goals, this foresees the set of mutually shared assumptions which is acquired by an organization (Bolman & Deal, 2017). It has an impact on the routine decision-making process of the organization.

**References**

Bolman, L. G., & Deal, T. E. (2017). *Reframing organizations: Artistry, choice, and leadership*. John Wiley & Sons.

Cherry, K. (2018). What Are Prominent Leadership Styles and Frameworks You Should Know?. Retrieved from https://www.verywellmind.com/ leadership-styles-2795312.