Organizational Culture

Name of Student

Name of Institution

In order to develop a culture of innovation at a company, employees must be able to give their ideas at the meetings and discussions. These ideas can be generated by having a competition among the employees and giving prizes to people presenting the best ideas (Kelly & Macdonald, 2016). There should be two way communication in the work place which will mean that the ideas will flow to and from the top management. The top management will accept and analyze any ideas which are provided by the lower staff (Dawson, Henderson, Mahoney, & Ryan, 2018). Another characteristic of employees will be to have an up to date knowledge of the external environment of the company. This will allow them to propose relevant changes and ideas to the top management (Tang, 2019). This will specifically include the assessment of other companies who have successfully implemented the innovation as a culture. Forward thinking is another characteristic which should be present in our employees because that will allow them to give practical suggestions towards innovation. One aspect of the employees will be secrecy which will make sure that they will be able to keep the policies of a company to themselves. These employees will be creative in terms of knowledge, skills and abilities. They will seek new knowledge and skills just to be able to provide new ideas to their top management. When their ideas are approved, they must have the abilities to implement those policies as well. Diversity is another important characteristic which employees must have because this will allow company to have knowledge of different areas and parts of the world so that company can handle people from all around the world.

The first quality of leadership will be communication skills. This includes clear communication to the seniors as well as juniors. A person who has been appointed as a manager will have to communicate in both directions (Western, 2019). The effective communicator will be the one who explains the needs and wants of lower employees to the higher management and the expectations of the higher management to the lower staff. Normally the mindset of lower staff is different from those sitting at the top, this puts a different challenge to the manager (Brown, Paz-Aparicio, & J.Revilla, 2019) (Adnan & Valliappan, 2019). The second major leadership characteristic that employee should have is the vision. Having a vision means that a person will have a close eye on the future. A vision is a statement of what a company wants to be in the future, similarly a person will have a vision of where he wants a company to be at a given point in time. This vision will make sure that employees plan all the activities accordingly. The background of employees will be such that they have worked at an organization which has people from different nationalities so that they have the experience to manage a diverse work force. A manager must have experience in an organization which has a large number of employees. There must be many hierarchical levels in that organization so that the information will have to travel many a time before reaching its final destination. This would have tested the ability of employee to transfer correct information from the top to the bottom.

The culture of our organization is the key factor in the success of any company. In our company, the current culture does not help in enhancing the creativity in employees. The major problem in this organization is the mindset of the top management. They just pass the orders and expect that they will be fulfilled (Busse & Regenberg, 2018). They do not listen to any of their subordinates. They do not have any information regarding the assessment of external environment faced by the company. Similarly they do not identify the diversity in the workforce which requires treating different people in a different manner. The lower staff is also least burdened to acquire new knowledge or to take any active part in policy and decision making (N.Iqbal, Anwar, & Haider, 2015). Being a technology company, the front desk staff will have the most important information regarding the changes taking place in customer demands and the market as well. They are currently not allowed to provide any of their feedbacks to the higher management. They have to blindly follow the directions which come to them from the top management (N.Gillmore, Shea, & Useem, 1997). Another bleak aspect of our organization is the d8iscrimination especially on the basis of gender which forces females to quit their jobs more often. The top management forces them to work on the front desk where they have to cater a variety of customers on the daily basis. These employees are also not promoted within the due course of time. There should be a complete change in the top management of our company or they must be trained about the modern day management. Effective communication should always work in a two-way fashion so that problems of all employees can be solved. The meetings should include the representatives of lower staff so that their concerns and ideas are also communicated to the top management. Another aspect is that there should be younger people hired for the middle management at least. This means that there will be fresh thoughts in the organization and latest management concepts may be implemented by the company. The front desk staff members should be ensured that their suggestions will be considered for implementation. They must be trained to keep a closer look at the external environment so that any changes in this environment can be accounted for properly.

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