

Creating the Climate for Success (Tier 3)



½ Day or 1 Day

Description

Understanding organizational climate is critical for effective management – whether a manager is in charge of a team, a department or an organization. When employees feel positive in their working environment, and are satisfied with their jobs, managers can be confident that they have motivated their employees and that they therefore will be more productive.

Participants will work with the Organizational Climate Exercise (OCE) to gain understanding of current strengths in the climate their creating as well as potential vulnerabilities to plan around. This program provides an excellent first step in creating an optimal climate and can be brought 'in-house' as a 360° exercise that all team members contribute to and work with.

Prerequisites

- None (this program is an excellent compliment to ETI's program, *Leveraging Your Management Style*)

Objectives

Upon successful completion of this program, participants will be able to:

- ✓ Understand the personal and organizational issues that contribute to climate.
- ✓ Understand the 6 dimensions of a 'good climate' and what to look for.
- ✓ Understand what each dimension brings to overall climate.
- ✓ Create an action plan to develop and improve climate.

Climate is More than the Weather

More than 40 years of Hay Group research shows that good leadership makes a significant difference to bottom line performance. One study noted that general managers who created high performing, energizing climates outperformed those who created neutral or de-motivating climates, delivering margins double their size.

Based on the research of renowned psychologist Dr. David McClelland, the OCE identifies the six dimensions that are responsible for the quality of an organization's 'climate' – the dimensions that really deliver team motivation, performance and productivity:

- Clarity
- Standards
- Responsibility
- Flexibility
- Rewards
- Team Commitment

