

CREATING ORGANIZATIONAL CULTURE



There are lots of small actions that make up a positive organizational culture. Here are just a few to help you move forward with intention on designing for Connected Communities from the Inside Out:

- Everyone has an understanding of the overall purpose of the organization and how their role fits into it
- There are structural ways that people can check in with each other about how they are doing
- There is an expectation that people will work together and seek out advice from people outside of their own circle, department or area of work
- People are encouraged to have fun as they work
- People are encouraged to take a breath even when things are busy: busy does not mean frantic
- Organic, unplanned discussions are encouraged
- Each person has quality time with their supervisor to discuss their experience with the job their ideas, hopes, and challenges in the work



- Everyone says “Good Morning” as a matter of course
- Supervisors are seen as supports to the staff: people who will help guide the work and connect individual actions to overall purpose
- People are genuine
- Racism and other forms of discrimination and oppression are openly discussed: the organization actively works on ways of disrupting white supremacist, colonial practices
- Sharing and learning are an institutional practice
- Multiple ways of knowing, learning and producing are honoured and valued
- Making mistakes is treated as a learning experience
- Priority is given to safety in the workplace; people are trained in procedures and are able to practice “what we do if...” scenario
- When a problem is presented, there is an attitude of “How can we fix this?” “What can we do” rather than blame
- Reflection and debriefing of situations is a built in practice

These are just a few examples based on a reflection with three new staff at the East Scarborough Storefront and what they experienced in their first months of work. You will have your own actions to add to the list. The important thing is that you act with intention to create a positive organizational culture.

We hope you find these tools useful in continuing the momentum to build on local strengths, facilitated collaborative processes and learn together. Catalysts' Circle offers workshops, coaching and strategy design services that can further help you dig deeply into these keys and explore the others that can help you make a truly Connected Community.



Catalysts' Circle can be found at www.connectedcommunities.ca or email agloger@catalystscircle.ca for more information