CULTURE VS CLIMATE

Let's start at the beginning. It is likely that you will have heard of both 'culture' and 'climate' within an organisation. There are some individuals within businesses that use these terms interchangeably, which is understandable because of their similarity but they are crucially different.

CULTURE

Organisational **culture** is a system of shared assumptions, values and beliefs that governs how people behave in the organisation.

Culture is difficult to change as it is embedded in the behaviour of individuals and can therefore be seen as the **personality** of the organisation.

CLIMATE

Climate is how members of an organisation view and experience what might best be described as the **mood** or atmosphere. If you can improve the way people work, the environment they work in, and the way they are led - in other words, improve the climate – you can improve performance.

HOW IS CLIMATE LINKED TO PERFORMANCE?

Team climate is the major factor affecting success and impacting on overall team performance. It is a lead indicator of performance and driven by the leader's behaviour.

Measuring climate helps to understand and improve both leadership effectiveness and team performance. This measurement will identify any gaps in perception between the leader and team members, highlighting potential areas of conflict, disconnect, misalignment or miscommunication. An understanding of this can then lead to increased performance for that individual and leader, but also for the business as a whole.

You'd be surprised at the difference that can be made to an organisation by increasing the engagement of a number of employees and redirecting a leader's focus.

PERFORMANCE CLIMATE SYSTEM

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