

Leadership and Management

Positive organisational culture



We can define organisational culture as a set of values, practices and expectations that guide day-to-day practice at work. Having a clear vision or mission statement, that is communicated to your team, parents, children, and community is an important way of promoting what your establishment prides itself in and creates a positive organisational culture.

Vision or mission statements capture what is felt to be the essence of an establishment, its purpose, aims and goals. It should also be unique to you.

Whilst having a mission statement is good practice, it has little impact if those working in the team do not have see it's value or even recognise it as their own. This is why there is an emphasis on a 'shared' vision or mission statement. Therefore, it is really important to create strategies and systems that involve all users in creating the vision. This is an important task that needs to be led by the leadership team of the setting.

TASK 1

Your own thoughts

Every setting should have aims to provide outstanding quality of care and education. However, we will all see and deliver this differently. On a piece of paper, write down everything you can think of that matches your interpretation of outstanding. What does outstanding practice look like to you?

You may want to consider,

- Things that already reflect this in your setting

- Examples of good practice you may have seen elsewhere.
- Specific examples of what your ideal would be in terms of environment, staff, financing, children, families, other partners agencies and Ofsted.
- How families already view you and how you would like them to view you.

When you have finished this highlight in order of priority, consider:

- What is absolutely essential to you?
- What items on your list do you feel strongly about and matter most to you?
- How much of that is already in place within your setting?

TASK 2

Involving others in your vision - once you are clear of your own thoughts and ideas, it is important to consider the views and opinions of others.

- Who else do you think has a say?
- How do you consult them?
- Do they agree with you?
- What is their interpretation of outstanding?
- What do they see as the desired end result?
- What are their priorities?
- What are their common goals?

TASK 3

Sharing the vision

Once your shared vision/organisational culture is established, it is important to consider, how this should be shared and communicated, for example;

- Settings prospectus
- Website
- Display boards.
- Setting development plan
- Newsletters
- Policies and procedures
- Social media
- Staff handbooks and job descriptions

How do you get the message across to all and embed the vision in the roots of the setting.