



How can organizational leaders develop, manage, and change their culture to promote performance and leverage culture as a leadership tool?

Recruit and Select People for the Culture Fit

Hire employees who fit into the organizational culture, possibly even trading off some immediate skills necessary for the specific job for a better culture fit. People can learn new skills, but establishing a culture fit is much harder.

Manage Culture through Socialization and Training

Two key goals of socializing an employee are clarifying the cultural values and creating strong bonds among employees so that they are accountable to one another for upholding organizational values.

Manage Culture Through the Reward System

Culture is an organization's informal reward system and it needs to be intricately connected to the formal rewards of the organization. Rewards need to be clear, consistent, and comprehensive.