



## Corporate culture; does your organisation fit?

Not sure if your organisational culture is right for your business?

Research shows the key to business success depends on aligning your organisational culture to that of your business goals.

And finding the right cultural fit of potential employees whose beliefs and values align with your company's culture is paramount even at interview. Most companies are focused on matching and checking job related skills, competencies and references and often overlook cultural fit as important in building the right team.

"It is not so much, what the fit is, the challenge is more a matter of identifying that fit during the recruitment process," says Gary Beesley, Managing Director of Edge Recruitment.

Individual culture preferences should be ascertained up front, even before a candidate knows too much about the prospective employer's culture, so that bias doesn't creep into their answers.

### But, why are Culture and Values so important?

Setting an organisational culture allows managers' and employees to:

- Learn more about each other as persons and enable closer and more successful working partnerships;
- Understand and respect diversity and individual differences;
- Hire new staff who 'fit' into the organisation;
- Create and function better in teams; and
- Align their actions towards organisational goals with motivation and commitment.

Several studies indicate that the primary reason for an organisation's lack of success is a neglect of their organisational culture.

Hiring people whose values more closely match the values of your organisation is proven to also significantly increase productivity and drive positive business results.

Here are a few key questions to ask yourself which will give you a snapshot of your current organisational culture:-

- Do your staff stay long enough to make it worthwhile investing in training?
- Is your business as profitable as you think it should be?
- In your organisation, are people willing to go the extra mile for the business?
- Are your employees proud to work for your organisation?
- Are your staff your most valuable asset?
- Is your business doing as well as, or better than, other similar businesses?
- Do your staff have the good of the organisation at heart?
- Are your staff happy in their work?
- Would you describe your organisation as lean and efficient?
- Are your employees motivated to do their job well?