

## NURTURE THE ORGANIZATIONAL CULTURE

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The statement that no man is an island is common in putting emphasis in the concept of our need for other people as human being. Likewise, an organization can be compared to an individual who can't be at his best if not for people around who support, follow and motivate him. Relationship that exists between and among leaders, members and the organizations itself is vital element in the success and performance of each component of the organization.

In relation, no work or job is easy or stress free. It's part of it, a piece of life and a portion of living. Stress cannot be eliminated; it seems to be a constant thing together with change. But, the difference between them is that, stress can be controlled and managed. It is just a matter of learning how it can be done.

Often times, aside from different views, ideas or thoughts conflicts arise when members of the organizations are all burnt out and stressed. This resulted to misunderstanding and lesser chance for the organization to work effectively as a team. Teamwork is essential to enable the organization to dance in one music (goal) even if they are doing different steps (tasks). Hence, educating members of the organization about stress management may have a huge impact in lessening conflicts and reinforcing teamwork.

One way of aiding members of the organization to somehow relieve stress is giving those positive things, good chances, and appreciation. Motivation as one discourse of enhancing culture of an organization plays a vital role but it is not plain and simple that can be done in just a night or in one sitting. In order to use motivation in the development

of culture, first thing to be done is to assess and analyze the specific motivator of each member of the organization and the organization itself. Determining what are their priorities, needs, and likes would be great help in order to utilize motivation in achieving better performance from the members.

Enhancing the culture of an organization is really a complex task. It will require a leader to activate cognitive, psychomotor and affective domains in order to attain this kind of development. Cognitive abilities will allow the leader to think critically and responsibly when strategizing. While, psychomotor skills will be reflected in the form of application of the ideas, thoughts and strategies. And, affective domains will allow the leader to be sensitive enough in looking not just what the organization needs but also considering the other side, the condition and situation of the members of the organization. Developing, strengthening and enhancing culture of an organization will be needing the combination of these factors.

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