Name of the programme	BA HONS Management and leadership skills
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Module number	BMSW5105
Student name	Faeryn LaVerick
Student number	2007555
Lecturer name	Dr Charles Vincent

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Introduction

What is HTC's organisational culture? how it works, and how it may be improved in the future will be shown throughout the body of this paper.

- What Is going to be spoken about is organisational culture and the significances of them Within HTC Big Local,
- give a careful examination of the influence of environmental variables that make HTC Big Local (Hill Top & Caldwell),
- show how Employees at HTC can behave more ethically, all using frameworks of choice create a critical assessment,
- give a comprehensive explanation of the main ethical challenge that is likely to have an impact on the organization's culture,
- show how HTC's effectiveness has been hampered by several obstacles discovered, and the Organizational cultural challenges,

finally giving future proposals to aid HTC on how they can grow in the future.

Organisational culture what is it? And its importance

A key element of an organization's success is its culture. Organizational culture can have a significant impact on the performance and effectiveness of Society, employee morale and productivity and its charm to motivate and support talent. Unfortunately, many leaders are both not aware of the significant impact that culture can have, they are aware but overwhelmed through the vast and sometimes contradictory information available or available about culture There is not enough information on how to effectively build and support a culture. To develop a corporate culture, you don't just talk about it emphasize its importance. To achieve the best results, cultural development requires a manager who sees and understands this as one of the core tasks.

The importance of balancing organizational strategy, decision making, and cultural factors is ideal for the success factor wanted to be achieved by all.

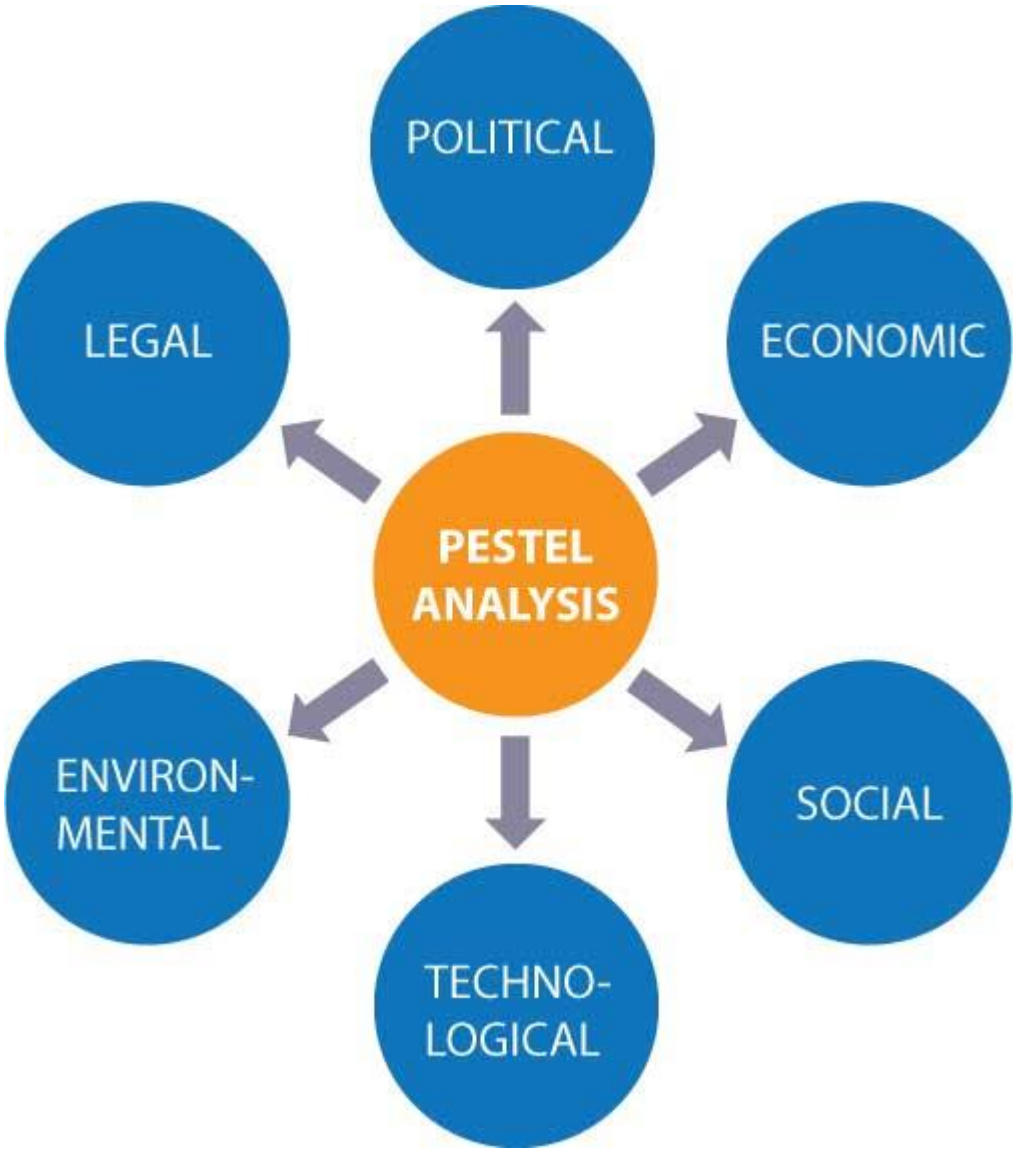
Organisational culture is the relationship between all involved within the workplace, its everything from communication to behaviour, personality, and character, as within a family thing will start to fail fast if these key factors are not installed, they are needed and important to create a good working culture. It brings structure and meaning to an organisation leading to success and a happy workforce (which encourages employees and volunteers to stay) with the extra bonus of a competent business. Which links in to at least 2 of the culture types:

- Clan culture - family
- Adhocracy culture - innovation

As you can see the traits of each are linked in the above paragraph Clan adhocracy culture.

(10 Amazing Organizational Culture Examples You Must Know to Build a Great Culture in 2022, 2022)

Pestle for HTC



www.planiumpro.com

Political

People all around the country cherish and adore the communities in which they live. They want strong local public services, to safeguard the things that make their town unique, and to aid their community in growing and developing in the correct way.

To ensure that you and your neighbours have the community that you wish, the government has provided you with legal authorities and new chances to support what you like and alter what you don't like about the city, town, or village in which you live.

Whether you want to keep a local store open, build more houses, or improve local public services, the government can help with things such as:

- Neighbourhood Planning

- Crowdfunding
- Community Right to Challenge
- Write a neighbourhood plan
- Community-led buildings
- Community Right to Reclaim Land

(You’ve got the power: a quick and easy guide to community rights, 2022)

Although you must do research and read through all the red tape the political side shows support in a range of ways that can help a community centre build and sustain a culture as is suggested above to continue the good work being done within and around your community.

Environmental

The environmental factors of a community centre cover things such as:

- Recycling
- Using friendly energy
- Maintaining the green spaces (e.g., Litter picking and tree planting)
- Lessening the carbon footprint
- Transport reduction/car share
- self-sustainability
- And so much more... such as communication,

When discussing the work environment, it is also important to consider the changing seasons, which motivate people of the community to explore the hidden and not-so-hidden jewels that surround the constituency, resulting in a positive shift in their lives and health. (One Planet Living® - a sustainability framework by Bioregional, 2022) in Appendices

Social

Some of the social factors that effect HTC

- Rules and regulations

It is important that Rules and regulations must be put in place with HTC, not only to protect the staff and committee, but also to protect the clients attending any functions inside or outside the HTC HUB, by doing so, a safe structured working environment is created, allowing workers and service users to feel safe within the areas provided when the Hub is in use, allowing a positive culture to thrive allowing the following to grow between HTC staff and the surrounding community:

- Relationship building
- Community cohesion
- Community support
- Trust

On the social side, it is critical for HTC to provide a welcoming, comfortable, and entertaining environment for the community, as well as to support and guide/Lead our constituency in a

way that not only helps the community but also allows them to grow and become a better version of themselves. Personal growth brings confidence and a higher potential for the community to join and support one another as a result of a better attitude toward life. (Child et al., 2015)

A community centre is vital to communities because it allows for social contact and the formation of social bonds, as well as the formation of social capital, a sense of belonging, and a sense of community. It increases the likelihood of more significant personal and community health outcomes. (Colistra, Bixler and Schmalz, 2018)

Technological

Technology has the potential to help HTC succeed, but only a small number of charities funded community centres have incorporated it into their operations. The organization's efficiency might be improved by using new software. Organizations may manage activities, maintain paperwork, and increase communication among team members internally.

Externally, technology such as social media platforms allows NGOs to reach out to a larger number of people than they could simply phoning individuals or meeting in person. Online platforms may also be used by charities to share ideas, events, and news. Other people, such as journalists who write articles in popular newspapers, might join in by putting their actions out in the open.

The majority of non-profits are drowning in information. They have a lot of data, and it's tough to keep track of everything. Employees will have fast access to this data if analytics are used to manage it. Additionally, the data may be used to identify new markets or possible difficulties that are bubbling beneath the surface.

Economic

One of the main economic influences HTC faces is the fact that in 2025 what ever funding is left will have to be returned to the national lottery that funded HTC about 8 years ago with one million pound and a 10-year program that was to raise the Hilltop and Caldwell areas back above the poverty line.

As aforementioned HTC has to become self-sufficient to thrive in today’s economy but with that factor of 2025 drawing near HTC has to consider and put in to play a plan that would enable self-sufficiency to happen, but with the constituency that is over seen by HTC still being classed as below the poverty line HTC has to think of and find other ways to enable this to happen.

With half a million pound still in the bank these final years of funding, HTC still has the chance to reach its target with the ability to have a larger budget there is a lot more that can be achieved and put in place before the possible point of no return offering the community job prospects and training with the ability to continue with the work HTC has started.

Legal

as in terms of legality HTC is vulnerable to a wide range of legal issues, and the introduction of new technologies may be partly to blame. If an employee, for example, distributes internal

marketing materials or presentations, they may be accountable for copyright or trademark violation. Employees must also be cautious about what they post on social media. To distance themselves from the charity with which they work, some go so far as to add "my ideas are my own" in the biographies of their social media pages.

Then there are the workplace laws to consider. HTC must provide a favourable working atmosphere for its workers. We have legislation in place to address this, such as the "Healthy Workplace Bill," which makes "unlawful employment practise" criminal. HTC must guarantee that its workers are not working in a hostile or abusive work environment in this situation.

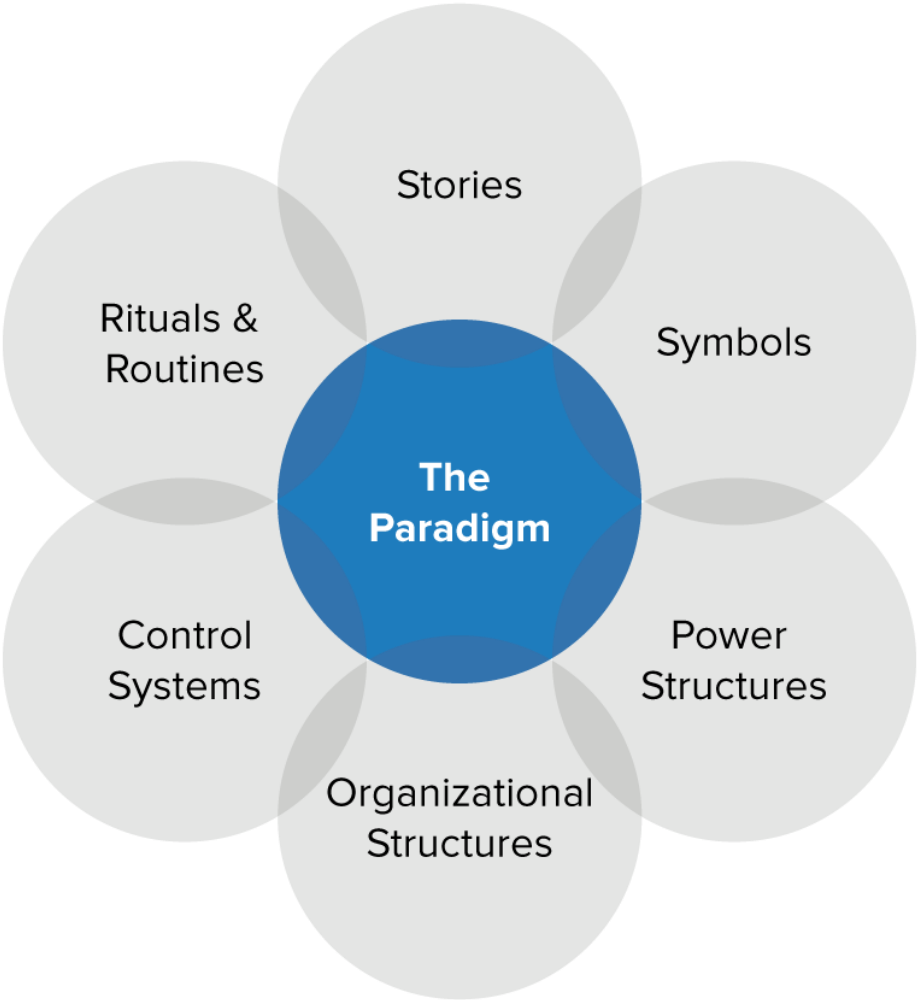
The majority of organisations, charities, and community centres are unable to participate in politics. All political activities are forbidden if they come under Section 501(c)(3). All members of NGOs, charities, and community centres must be aware of this and refrain from participating in political campaigns or activities in the name of charity. (Frue, 2022)

The Bottom Line

HTC has the power to give various chances for those who are less wealthy, as well as to help impoverished individuals acquire confidence. However, HTC is vulnerable to economic fluctuations; when the economy is weak, donations are few and far between. However, when it rises, the organization's budget grows, and individuals are able to give more. HTC is also subject to a slew of restrictions and regulations, the most important of which is the prohibition on participating in most political campaigns. Nonetheless, some political shifts might cement their destiny, particularly by reducing any support acquired once they have attained the self-sufficiency they want.

Regardless, HTC will continue to thrive, as you can see from this PESTLE study of community centres/charities.

HTC and the Cultural Web



Fundamentals of strategy

The present tense cultural web for HTC.

Stories

When it comes to HTC the stories that are told are.

“How well we provide for the community”

“How welcoming the hub is”

“How amazing the things like the craft sessions are”

“How well-mannered the staff is”

“How people look forward to seeing the ways HTC will progress in the future”

Symbols

Our logo explains HTC so well, it was chosen form hundreds of applicants from schools within the HTC area and represents how HTC not only is part of the community but how it belongs to the community. So, all members are clean, tidy, and approachable we all have jackets and polo shirts with the HTC logo on which also enables us to stand out from the crowd when running events etc…

Structure

As a community run, lottery funded community group decisions are made usually with a vote from all committee members, “every voice matter” with the inclusiveness of a full spectrum of ages ethnicity, equality and education, the committee is seen as being ran on an “everyone is equal” policy. HTCs paid staff are are employed by HTC and are also volunteers for WCAVA the LTOs for HTC.

Control Systems

HTC is a community run group so as long as it’s for the good of the community and it meets criteria such as “not a waste of money” “the best value” it usually meets the scoring criteria. When it comes to community pots such as “the pot of gold” given to local businesses/projects to better the local neighbourhood the applicant will fill out the form and the committee will vote in numbers “a scoring system” and if the project/business meets a certain score the money can be given to help.

HTC members are rewarded on days when meetings are prolonged with lunch bought in, other times its rewarding just to see the comment cards after a session, especially when all has gone well and to plan. HTC have discussed further rewards, and these are yet to be put in to play as every day is a learning and developing day for the members and volunteers.

Power Structures

At the end of the day although its committee led and its the members that have the say over all but this can and has been stalled by the LTO at times, with excuses of certain days when the money can be accessed although these things were meant to have changed for the benefit of all big locals, this is still a downfall and until HTC becomes its own legal body the ability to change this at such a short notice and to the end of the time left with the lottery money it is more of a hindrance than necessary. (The Cultural Web: Aligning Your Organization's Culture with Strategy, 2022)

The future cultural web that HTC are able to achieve;

Stories

“What a success HTC has Become”

“Look what HTC have achieved”

“Just shows how much we are worth as people”

“This is what HTC has Done for/helped me”

Symbols

There is no need for a change in the HTC logo, what will happen in the future is the meaning of the logo will change due to how HTC will have affected people and not only changed the areas that the constituents live in but also how HTC has touched and changed the residents lives for the better. The logo will represent great change wherever seen.

Structure

When it comes to the future of HTC, it will have achieved all it ever wanted to;

- To have raised the hilltop and Caldwell are above the poverty line
- To have become a legal body be it a charity or LTD business
- To have become self-sustainable
- To have all workers trained to the point where they can be self-sufficiency
- To have structure
- To be proud of all the achievements no matter how big or small
- There will be good communication as it will be realised on its importance for HTC to continue successfully and run as smoothly as possible

Control systems

HTC will be lead in the correct professional manor by its members, teams and titles should be given to achieve this whether it be manager, team leader of staff member/volunteer. A structure that is clear will be in place to ensure that all things are clearly understood and carried through to its full potential, leaving out all the negative communication or lack of communication that has been held in the past to become common practice.

A reward system will be put in place allowing each member to see the value of their hard spent time helping HTC function to the best of its ability, be it a chippy supper or some form of prize right down to the possibility of worker of the week, month and year board celebrating personal achievement in a proud visual manner for all to see and also to boost employee morale and employee passion.

Power structure

By 2025 HTC Big Local will have become the LTD business or charity that it dreamed of, there will be no more LTO or WCAVA holding the reins to the funds that should have already have been available to HTC, though the remaining lottery money will have to be given back, HTC will find that point of self sustainability by;

- Selling advertising spaces to the local businesses
- Bringing in people from outside the constituency to fun days etc
- Supporting and being supported by local businesses
- The possibility of a community café (though it has been said by our professional plan writer that community cafes only usually break even) but with the success of HTCs last afternoon tea there are other ways of bringing in funds to have the capability of supporting HTCs local community
-

Using Beer's model, advice will now be given to rectify the main barriers that HTC are facing.

Ethical behaviour amongst employees

The importance of ethical behaviour amongst employees can affect the workplace in many ways. For example, if ethics are not led in the correct manner, the workplace will suffer dramatically, creating not only a bad place to work but also allowing the reputation of the workplace to be at an all-time low, making it a definite no go area when it comes to filling positions and bringing in voluntary workers bringing repute when dealing with a workplace with a bad reputation (people will give you the wide birth when it comes to dealing with companies that are offering the same).

Bad ethics can also be seen in how the community views the workplace; if it is not seen to be helping the community or giving it a bad name, reputation suffers, and community cohesion is not achieved; as a result, the community and HTC's vision will fail, affecting the foundation of HTC culture and the course HTC would so like to be on.

The effect of a work environment with a good ethics framework as well as mandatory rules and regulations in place will enable a workplace to thrive both in business and consumer satisfaction, it creates a healthier environment for all to work in, bringing job satisfaction, career success, and empowers your business to thrive both in house and amongst indistinguishable competitors in the market.

When it comes to positive organisational ethics, there is a strong correlation between work satisfaction and organisational commitment. It has been established that in order to achieve commendable organisational outcomes, an organisational leader is required to instil organisational ethics while interacting with employees. Unfortunately, dedication can occasionally be lacking, and a reminder is required to get things back on track....

Barriers found

When dealing with HTC Big Local, as they are just beginning to find their feet eight years down the line (only having the hub for almost a year) it has been bought to attention that it lacks a lot when talking about ethics and culture when surveying the environmental factors. It is seen that a variety of not only training sessions are needed (and this is on some of the most basic needs) HTC has many areas showing needs for the possibility of professional training in areas such as:

- Lack of Communication
- Transparency to what others do behind the scene
- Loosing volunteers and members
- Disregarding the Rules and regulations
- The ability to become Self-sufficient
- The ability to become self-sustainable
- Loss of Positivity and morale
- Lack of Commitment
- And more…. a constant reminder is needed of the shared vision for HTC Big Local for example a visual minute when the new plan is drawn up.

It is with both old and new Volunteers training is greatly needed, especially for them to become the legal body needed by 2025, at the moment this could not be any further away than what it already is,

Sadly, without any correct structures put in place already with the best practices for a community centre, HTC's good ethics have begun to flounder, and these things need to stop before it spirals any further out of control to the point of no return when in 2025 HTC has no other choice but to end.

Recommendations to help HTC in the future and how they will positively affect organisational efficiency and sustainability for HTC

Possible solutions for HTC focus on leadership, positivity and communication, a form of structure is needed within HTC due to being a lack of leadership and guidance, there few members who are committed try to uphold and maintain this, but other members and their achievements get forgotten of age and possibility of commitment when volunteering. this is not saying that these things cannot be put in place and HTC cannot become the self-sufficient community hub/Heart of the community that it longs to be, with the correct guidance from the correct people anything can be achieved.

HTC could have the chance to hire voluntary workers enabling to keep the committee members separate, with the ability to install in the people that lead (the main decision makers) that all decisions made have a better chance that functions put on by HTC will be staffed, and ran appropriately, installing that all faith is there, that everyone is able to support each other, when managing the voluntary staff, ending the constant argument that commitment is low amongst the workers/committee members.

Rules and regulations must be upheld at all times both in and out of HTC by all members due to it affecting the reputation of HTC and the local areas.

A visual reminder of the positive things that HTC has actually achieved is needed, without this the achievements soon get forgotten and morale drops along with passion, for the shared vision of all HTC members.

Behind the scenes Processes will be more visible to HTC members, they will be learned, and carried forward by all members wanting to aid and or become part of HTC as staff or committee members.

With the weather getting better it is important that a positive outlook is to be withheld when looking at the transformations HTC will be making of the beautiful greenspaces throughout the spring and summer seasons, a mental picture or picture reminder of the achievements made by seeing the outcome when the green spaces project has reached a point of completion.

It is with greatest importance to HTC that a better overall communication is achieved between staff, it is a key factor that HTC needs when dealing with the day to day running of the HTC Hub and functions put on by HTC, to be able for this to be achieved there is a chance of courses/training that can be accessed and delivered to the HTC staff to ensure that better communication can and will become common practice in the future.

Appendix

1.0

THE TEN PRINCIPLES OF ONE PLANET LIVING

1. Zero Carbon: Making buildings more energy efficient and delivering all energy with renewable technologies

2. Zero Waste: Reducing waste, reusing where possible, and ultimately sending zero waste to landfill

3. Sustainable Transport: Encouraging low carbon modes of transport to reduce emissions, reducing the need to travel

4. Sustainable Materials: Using sustainable and healthy products, such as those with low embodied energy, sourced locally, made from renewable or waste resources

5. Local and Sustainable Food: Choosing minimal impact, local, seasonal, and organic diets and reducing food waste

6. Sustainable Water: Using water more efficiently in buildings and in the products, we buy; tackling local flooding and water course pollution

7. Land and Wildlife: Protecting and restoring existing biodiversity and natural habitats through proper land use and integration into the built environment

8. Culture and Heritage: Reviving local identity and wisdom; supporting and taking part in the arts

9. Equity and Local Economy: Creating bioregional economies that support fair employment, inclusive communities, and international fair trade

10. Health and Happiness: Encouraging active, sociable, meaningful lives to promote good health and wellbeing

http://www.oneplanetliving.org/

2.0

Organisational_Healthcheck for htc.docx

As the OHI indicates:

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