



## NEWSLETTER No 3. OSTESA EU

### Another project's milestone yet achieved!

OSTESA EU partners finished the Research/Analysis phase! The main results of the literature review, desk research and field work were discussed in the second meeting of the project in Ostrava, Czech Republic, in July 2016. The input provided by managers, employees, trainers and consultants during this phase was vital and confirmed the need for new and effective tools to improve the organizational climate in the organizations. The Research Analysis Report will be published soon.



### Assessment tool under construction

Based on the findings of the Research/Analysis phase, partners will develop the Organizational Climate Assessment Tool. This ICT resource will be built on the main organizational climate dimensions identified during the first phase of the project. During the next months, the partners will work directly with end-users in order to improve the quality of this tool.

**The organizational climate dimensions addressed by the tool are presented below:**

- |               |             |          |            |                  |         |
|---------------|-------------|----------|------------|------------------|---------|
| COMMUNICATION | RECOGNITION | REWARDS  | COHESION   | SUPPORT          | CLARITY |
| TRUST         | LEADERSHIP  | FAIRNESS | EFFICIENCY | EMPLOYEE WELFARE |         |

### Training resources in progress

The development of the Programme Toolkit is also a priority for OSTESA EU partners. Training programmes, teaching materials and evaluation tools are being prepared for both managers and employees. These materials, aimed at generating a positive climate in the organizations, will focus on the same organizational climate dimensions as the assessment tool, allowing users to assess and then upgrade their knowledge and skills according to their needs.

