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Organizational success through employee satisfaction



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Diagnostics, training and guidelines for
a positive organisational climate

01

Organisational Climate Assessment (OCA) Tool

Are you a company? A HR manager? Or an employee? If yes, this tool is what you need to assess the current state of the organisational climate in your workplace. Register here and have access to an automated report with the evaluation of the organisational climate dimensions that you have chosen to assess. There are 11 organisational climate dimensions.

The platform offers two different methods to assess the organisational climate: (1) the colour association method; and the (2) statement method. The colour association method is an interactive, fast and fun way to associate certain feelings to each of the organisational climate dimension. The statement method assesses to which extent the person agrees or not with the respective sentences associated to each of the organisational climate dimensions. It is also possible to check the results by department within the same company.

02

Programme Toolkits

According to the results of the diagnostic carried previously (though OCA Tool), the facilitator of the organisational climate improvement process (e.g. a trainer, HR manager) will suggest a set of training programmes suitable for your needs. They will be available soon here.

The toolkits comprise training modules, exercises, case studies and other resources for each of the eleven organisational climate dimensions. There are training modules addressed to each of the target groups: (1) managers/SME's owners, (2) employees as well as resources designed to (3) mixed groups. The programme toolkits respect the European Commission guidelines for education and training that states that the theory must comply with only 20% of the training whereas the practical part should fill around 80%.

03

Guide on Organisational Climate and Leadership

If you would like to have a more positive organisational climate and you don't know how, this guide is for you! It targets only managers and SME's owners since its purpose is to promote the shift in the leadership style for a positive organisational climate by including individual reflection exercises and case studies based on real scenarios. The guide will be available soon [here](#).

This compacted guide offers (1) perspectives on the organisational climate and its impact in the business' performance, (2) how the leadership styles affect the organisational climate and action steps for change, (3) how the business structure influences organisational climate as well as (4) how a positive organisational climate impacts the employees. For each of these topics, there will be individual