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# OSTESA EU

Organizational success through employee satisfaction



## ABOUT THE PROJECT

OSTESA EU is a project designed for organizations interested in enhancing their employees' satisfaction and that are committed with the promotion of a positive organizational climate. With its innovative training methodology and valuable materials, OSTESA EU can help to strengthen the motivation of the human capital and to increase SMEs' competitiveness. How? Find out more inside.

# ORGANIZATIONAL CLIMATE IMPROVEMENT PROCESS



01

## Trainers' Support

Trainers' constant support to companies during the organizational climate's improvement process.  
Access here: <http://ostesa.eu/results/>

### TRAIN-THE-TRAINERS' PACKAGE

Package includes trainers' desired profile, resources available for the organizational climate improvement process, overview of the activities available within the toolkits, evaluation and certification criteria.

**Target Group:** Trainers, consultants, training providers, VET organisations/institutions

## 11 importante dimensions of organizational climate

- Communication
- Recognition
- Rewards
- Cohesion
- Support
- Clarity
- Trust
- Leadership
- Fairness
- Efficiency
- Employee welfare



02

## Needs' Assessment

Full access to the organizational climate assessment tool here <https://tool.ostesa.eu>. Create diagnostics and invite employees to participate in anonymous way. Receive automatic reports whether by company or by department.  
Access here: <https://tool.ostesa.eu>

### ORGANIZATIONAL CLIMATE ASSESSMENT TOOL

It is a standardized, accurate and reliable tool prepared according to the psychometric approach, based on the self-report method and the colour association method. It is a powerful diagnostic tool which enables management to quickly scan the climate in the organization within 11 dimensions and that it supports users in the identification of the dimensions for assessment.

**Target Groups:** SME general managers, SME business owners, SME line managers, SME HR managers/staff



03

## Programme Implementation

Trainers, together with the companies' process facilitator, will design a training programme specifically thought for your needs. This programme include practical face-to-face training sessions for managers, HR managers and employees.  
Access here: <http://ostesa.eu/results/>

### PROGRAMME TOOLKITS :

A comprehensive resource that includes training programmes, scenarios, practical exercises, case studies and other materials to create and improve the organizational climate.

**GUIDE ON HOW TO IMPROVE LEADERSHIP STYLE** A very comprehensive, practical guide for managers with ready tips and exercises. It is comprised of training materials and programmes for each dimension and allows to work on identified gaps in a flexible way.

**Target Groups:** SME general managers, SME business owners, SME line managers, SME employees.



04

## Climate's Reassessment

Reassess your organizational climate and compare the results from previous assessments. Monitor the impact of the programme implemented in your company.  
Access here: <https://tool.ostesa.eu>

### ORGANIZATIONAL CLIMATE ASSESSMENT TOOL

This tool also features multiple assessments where users can monitor organizational climate's improvement process by comparing results from one assessment to another. It is advisable that users keep a distance of at least 3 months between assessments

**Target Groups:** SME general managers, SME business owners, SME line managers, SME HR managers/staff

### More information



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WWW.OSTESA.EU

## RESEARCH ANALYSIS REPORT

It provides a comprehensive overview on the needs and state of play of the organizational climate in SMEs. It also identifies the needs of these key players and maps the available tools, methods and training offer.  
Access here: <http://ostesa.eu/wp-content/uploads/2016/11/Research-Analysis-Report-RAR.pdf> (Available only in EN).

**Target Groups:** SME general managers, SME business owners, SME line managers, SME HR managers/staff

All the materials are free of charge and available in EN, PL, IT, CZ, PT, EL