



WEEKLY COLUMN in TORONTO
CANADA

Melvin University with Me



Relationship between vision and culture

Vision is important. And a vision begins with one person, but it is accomplished through an organization or organization. However, depending on the culture of such an organization or institution, the vision may not be easily or difficult, or it may not be achieved and ended.

The vision is about the goals, strategies, achievements, etc. of work, but I think 'culture' is about people. In other words, culture can be seen as something that people in the organization feel.

The culture within an organization can then be considered from the worst to the best. In other words, let's say the worst is -5 and the best is +5. The worst culture of -5 is a sign of failure, the best culture is hopeful that +5 is going well. According to a survey, there are five cultures of any organization: On the negative side, [25%] are always against; [25%] are discouraged and sacrificed, but they don't have the power to change the atmosphere; and (50%) are stagnant, but they can improve with their own efforts; and on the positive side, [22%] is productive and creates a good atmosphere; and finally, only 2% are touching others, sharing energy, and creatively solving seemingly impossible things.

[Bad Culture] is a bad culture internally at present due to distrust, competition, and conflict, and the first two can be seen above. The other is a culture that checks people coming in from outside and is difficult to accept. New employees are different from the above. We already have our own culture, so adapt or leave. In other words, we don't want to break the existing vested rights.

[Good culture] is considered to be understanding, acceptance, and trust, and it is probably the second half of the above. Acceptance is the recognition and

acceptance of diversity. It's like making four different sounds in a choir chorus, but don't they blend together to achieve harmony!

In any case, the role of a leader is important in determining the culture within an organization, so it should be considered a lot. I think this is serious because leaders often ruin culture. I remember reading the book "Leaders Eat Last" a long time ago, and I think the title itself is meaningful. If a leader always tries to eat first, at any time, the organization's culture will have obvious consequences.

Culture is initially felt in the mind, but when it begins to be expressed in words, a negative atmosphere is created, and in the end, the problem begins as negative things surface. In this way, the organization's culture may eventually lead to doubts about the vision it had in the first place, and furthermore, distrust of leadership. Only distrust, wounds, discouragement, and regret remain.

In the end, depending on what culture it is, whether it will be effective or destructive in realizing the vision. Financial support accounts for a large part of any ministry, but it is often seen that the members of the ministry and the culture of the organization are as much as money, or more than money itself.