

Introduction

Healthy organizations have certain characteristics ingrained in their corporate culture. Recognizing and understanding the characteristics of healthy organizations can help you detect problems in your company if it is unprofitable and take corrective steps to operate a successful business.

Source: <https://smallbusiness.chron.com/top-10-characteristics-healthy-organization-20452.html>

Effective Sharing of Goals

A healthy organization shares its business goals with employees at every level of the organization. Management shares goals with employees and gets them on board with the mission and vision of the organization. Employees and managers understand what is required to reach these shared goals and make every effort to achieve them.

Great Teamwork

Another characteristic is teamwork. Healthy companies know how to develop teams that collaborate to achieve common goals. Employees and managers readily offer their assistance to each other to meet corporate objectives.

High Employee Morale

Healthy organizations possess high employee morale. Employees value their positions in the organizations and desire to work there for a long time. Productivity is high and organizational events are enjoyable and successful.

Offers Training Opportunities

Companies provide on-the-job training and opportunities for employees to enhance their work-related skills. Organizations bring in other individuals to provide necessary departmental and corporate-wide training. Companies also offer opportunities to pursue certification and continual education.

Strong Leadership

Good leadership is one of the main characteristics of a healthy organization. Employees have good relationships with management that are based on trust. Managers know how to get employees to function together. When correction is needed, employees readily accept the constructive criticism offered by leaders.

Healthy Organization

Understands Risks

Healthy organizations understand the risks they are open to and take the necessary steps to protect themselves against them. When an event happens due to organizational risks, a healthy organization learns from the event. Companies use precaution but understand that risks are necessary to facilitate growth.

Adapts to Opportunities and Changes

Healthy organizations know how to recognize and seize good opportunities. Healthy organizations always look for opportunities to grow. They also know how to adapt to technological or operational changes. They try to stay ahead or inline with changes in the industry and business environment

Clearly Defined Structure

Companies possess a sense of order and organizational structure. The structure and order of the organization does not limit innovation and growth. Employees do not mind complying to the company's order because they understand it and see the benefits of its implementation.

Well-Known Company Policies

Organizations create and implement company policies that are readily available to their employees. Healthy organizations follow the policies and regulations of local, state and federal governments. When employees or managers break policies, the issue is dealt with immediately and in a professional manner.

Handles Poor Performance

Companies confront poor performance instead of ignoring it. Organizations take corrective actions to improve performance. Upper-level management values the input of employees who make suggestions on how to improve productivity and achieve high performance rates. Companies may even bring in specialists to detect problems and offer solutions.

organizations are to strive for what is considered a "healthy" organizational culture in order to increase productivity, growth, efficiency and reduce employee turnover and other counterproductive behaviour

healthy organisational culture

- acceptance and appreciation for diversity;
- regard for each employee;
- equal opportunities for each employee to realise their full potential within the organisation;
- strong communication with all employees regarding policies and company issues;
- respect for each employee's contribution to the company.

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