Tool: Organisational Culture

This tool helps you to think through how the culture of the organisation you work for supports good supervision.

You can use this tool in groups to consider how your organisation's culture impacts on supervision. It enables you to identify ways to ensure that the organisational culture fits the supervisory culture. This is particularly useful when the organisation is going through change or is introducing new information about supervision.

Supervision is supported by an organisational culture that promotes learning, critical reflection and emotional support (Kettle 2015). The organisational culture is reflected in some particular areas that are listed in the table below (Johnson and Scholes 2007).

Look at each area in the table and consider how these areas support or hinder the values and behaviours that you want to see in supervision. You can then consider what you can do differently so that the organisational culture and supervision practice reflect one another. An example is given.

Organisational Culture Area	Description	How does this support supervision	How does this hinder supervision	What can we do differently
The stories we tell	The organisation is often described as being too bureaucratic	There is a clear process and people understand what is required	We can get caught up in the process and forget to use reflective practice	Ensure that we record reflective conversations within and outside of formal 1-1 supervision; try to have reflective conversations in other forums like management meetings
Our behaviours				
Our environment				
Our roles				
Our organisational structure				
Our communication systems				