● **corporate culture** (corporate cultures) N-COUNT
organizational culture (organizational cultures) N-COUNT

A **corporate culture** or **organizational culture** is the set of values and attitudes within a company or organization that influences the general behaviour of its employees, for example how efficient or friendly they are.

> Passion, freedom and autonomy are all part of French _corporate culture_.
> The entire _organizational culture_ must be prepared to change by embracing diversity.

● **bureaucratic culture** (bureaucratic cultures) N-COUNT
performance culture (performance cultures) N-COUNT

If you talk about the **bureaucratic culture** in a workplace, you mean that there is a lot of emphasis on complicated rules and procedures. If you talk about a **performance culture**, you mean that the emphasis is on being successful and achieving results.

> Devine admits GM's _bureaucratic culture_ is a problem.
> Keith Brookes, an assistant secretary at Bifu, said that the group's _performance culture_ is putting intense pressure on staff.

● **facilitate** (facilitates, facilitating, facilitated) VERB

To **facilitate** an action or process, especially one that you would like to happen, means to make it easier or more likely to happen.

> The new airport will _facilitate_ the development of tourism.
> He argued that the economic recovery had been _facilitated_ by his tough stance.

● **dress code** (dress codes) N-COUNT

The **dress code** in a workplace is the rules about what kind of clothes employees are allowed to wear there.

> Three months ago the Boots Company relaxed its _dress code_ in certain areas of its business.

Common Collocations

a _strict_ dress code   a _relaxed_ dress code
to _adhere to_ a dress code

● **dress-down Friday** (dress-down Fridays) N-COUNT

In some companies employees are allowed to wear clothes that are less smart than usual on Fridays. This day is known as a **dress-down Friday**.

> But is it really feasible to don sportswear to the office without the excuse of _dress-down-Friday_?

● **hot-desking** N-UNCOUNT
hot-desk (hot-desks, hot-desking, hot-desked) VERB

Hot-desking is the practice of not assigning particular desks to particular employees in a workplace, so that employees can work at any desk that is available. If an employee works in this way, you can say that they **hot-desk**.

> I think that very few employees prefer _hot-desking_ to having a fixed desk.
> …a sales manager who worked from the car between _hot-desking_ in offices in Bristol, Birmingham and London.

● **empower** (empowers, empowering, empowered) VERB
empowerment N-UNCOUNT

To **empower** someone means to give them the means to achieve something, for example to become stronger or more successful. The **empowerment** of a person or group of people is the process of giving them power and status in a particular situation.

> _Empowering_ the underprivileged lies in assuring them that education holds the real source of power.
> The new law _empowers_ people to challenge wrongdoing in the workplace.
> This government believes very strongly in the _empowerment_ of women.
> Phil is committed to employee _empowerment_ and enlightened management.

PRACTISE YOUR VOCABULARY

1 One of the word pairs refers to an organization's beliefs and values, and the other three word pairs are examples. Which are which?

bureaucratic culture   facilitating culture   organizational culture   performance culture

2 Choose the correct answer:

a If a company pursues a policy of empowerment, who is empowered?
   i staff/workers   ii customers   iii suppliers

b If a company has a dress code, how will staff normally be expected to appear?
   i casual   ii smart   iii however they like

c If a company introduces 'dress-down Friday', how will staff be expected to appear on Fridays?
   i in fancy dress   ii casual   ii smart

d If a company expects its staff to hot-desk, will they
   i always have the same desk   ii find a desk on arrival at work   iii never have a desk

3 Another way of describing corporate cultures is by looking at the solidarity and sociability in an organization. Sociability is the relationship between individuals who see each other as friends. Solidarity describes cooperation between individuals which takes place when the need arises or when there is a shared interest.

Read the information in the table and decide which one of the four types of organization would most suit each of the following people:

a Steven is a journalist and spends most of his time at work in front of a computer screen.

b Gail is very task-orientated. She thinks that the only thing that really matters at work is getting results.

c Mary enjoys feeling that she really fits in at work. She wants to be liked and to feel proud of the company she works for. She greatly admires her boss.

d Rupert thinks it is important to enjoy his work, and most of his friends are work colleagues. He is keen on business lunches, and is often out of the office in the afternoons.

Type of Organization	Sociability/ Solidarity	Features of the Culture	Associated Problems
Networked organization	High sociability/ low solidarity	Teamwork, creativity, openness. Workers enjoy working.	Discipline difficult due to friendships. Productivity may suffer.
Mercenary organization	Low sociability/ high solidarity	Clearly defined roles; getting things done, setting targets. Business has strong focus and can respond to threats.	Workers only work together if they have to. As roles are clearly defined, there may be conflict over 'grey' areas of work.
Fragmented organization	Low sociability/ low solidarity	Form of culture best suited to organizations where individuals do not need to work together e.g. law firms.	
Communal organization	High solidarity/ high sociability	Similar to networked businesses but more goal-orientated (though less mercenary than mercenary organizations). Concerned with shared values. Leaders guide the business.	Shared goals may stifle individual creativity. Need to recruit those who fit in with the culture of the business.