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Title: The importance in creating your organization culture in your Occupational Therapy department. Do you have one? How do you create one?

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Introduction: Organizational culture is commonly known as "this how things are being done here". However, most Occupational Therapy Managers do not perceive these comments as the working culture of their staff. Developing your department's organization culture helps you to influence the standard of care, we, Occupational Therapists should provide. It gives us a sense of belonging and working towards a common identity. We differentiate ourselves from other departmental culture.

Objectives: This paper will demonstrate the importance of developing and knowing the culture of your department and of the organization in which you work in.

Descriptions: In managing a department, we assume everyone in the department, fully internalizes Occupational Therapy in order to give patients/clients our Best Care. However, each OT's personal goal may not coincide with the department's and Medical Center's goals. This creates unnecessary conflicts. Therefore, it is important to establish your department's organizational culture. It provides a framework for OTs to work as a community.

Culture can be defined as a system of shared values. These can be expressed in explicit values as in OT mission and vision statement. It also includes the observable artifacts. For example, the layout of the department, clothes staff wears. It also includes social practices like celebrating birthdays, methods of communication, human relationships and decision making.

Results/Discussion: Establishing your department organization culture provides cohesiveness in the group. It helps to motivate staff and can be financial compensating. It allows the department to position herself in a strategic position as it communicates the identity of OT and values to the external environment.

Conclusion: Before we can provide quality care to our patients, OT staff needs organization culture. Organization culture gives the foundation for good practicing effective OT.

Contribution to practice: Learning to manage more effectively and strategically position OT within the organization of a Medical Center.