

## **Week 5: Organizational Culture and Climate on Group Process and Team Building**

You are the unit director of the emergency department and part of an ad hoc interdisciplinary committee newly formed to address a rise in system-wide medication errors. The task for the committee is to find the root cause of the increase in errors and propose solution for the problem.

### **Who are the stakeholders represented in the group?**

Discuss the difference between organizational culture and climate and the impact of each on transparency and safety during the group's process and team building. Include their impact on the outcomes of the committee as well.

What are some different ways that you measure climate in your organization?

### **References**

### **Who are the stakeholders represented in the group?**

In this week's discussion scenario, the group's stakeholders are the leadership team, pharmacy, executive team of the organization, physicians, nurses, and team members. Marquis & Huston 2017 define stakeholders as bodies with the organization's background responsible for the wellbeing and functions that influence the organization. These are considered internal stakeholders, as they are interested in the reputation and vitality of the organization. External stakeholders are investors who may have financial interests but no decision-making authority, patients, families, and the communities, that depend on the organization for healthcare needs.