



A Climate of Success

Roderic Gray

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Could your organization be a better place to work? What effect would that have on the quality and quantity of what gets done?

This book examines the concept of organizational climate ('what it feels like to work here') in a readable and accessible way without sacrificing academic rigour. Using case studies to illustrate the causes and consequences of various climate factors, it makes practical suggestions for how improvements can be made - to everyone's benefit.

Building on current research, this book shows how perceptions of climate arise, the effects they can have on performance, and how managers can influence these perceptions and apply their understanding to improve their own and their people's effectiveness.

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