Abstract: The Culture of an organization starts with the leadership of the organization. The culture of an organization is seen as a DNA that is not visible to the eye, but a very powerful tool that shapes what happens in an organization. Therefore, organizational culture is the personality of the organization. The main thrust of this paper examines how an organization can create, change and strengthen culture as it affects her performance. Furthermore, it examines how organizational culture dynamically creates structures and frameworks for the operations of an organization. This paper further suggests that it is central to comprehend the environmental setting of an organization in order to delineate the cultural standards, values and beliefs to implement. Employees with beliefs and values that are compatible with the organizations’ culture must be recruited from the inception of an organization operation and throughout her life span. Organizations must inspire socialization and incorporation of individual employees’ goals with the organizations’ goals and objectives to sustain her culture. An organization’s Management should implement the development of interconnecting culture through the use of unambiguous statements of single-mindedness, core values and cultural standards. Actively, top management should appraise various cultural elements, as this will help to manage and take necessary actions in strengthening culture.