

## SUMMARY:

This bachelor thesis is engaged in the organizational culture and climate of the kindergartens. The theoretical part defines the concepts of culture, organizational culture, school culture, school climate, intervention, characteristics of the kindergarten as a specific organization. It deals with the possibilities of intervention in kindergarten culture in shaping the direction of environmental change to support quality education. The thesis presents a list of the most effective decisions from a position of the headmaster which can positively influence the school culture and school climate.

The research part is using questionnaires to evaluate the set of these options and analysis of collected data.

In conclusion, the survey identifies the most effective and efficient options, which the headmasters as executive managers can use to positively influence the climate environment supporting quality of education.