

## **Abstract**

The main objective of the research study was to determine the effects of organizational culture on the success of strategy implementation in Water Boards in Kenya. The descriptive statistics data analysis method was applied to analyze data and presented in frequencies, percentage mean, standard deviation, and chi-square results. Finally, a multiple linear regression model was employed to establish the significance of the independent variables on the dependent variable. The findings are presented using tables and charts. The study findings showed that overall the organization culture influences 73% of the change in strategy implementation in the water boards in Kenya. This means that there is a significant relationship between strategy implementation and the culture of waterboards. The study recommends that; there is need for the waterboards management to encourage employees to work together and they need to involve employees in the decision making, the organization need to create room for creativity and does not follow rules because although it gives results it also limits the employee's decision-making capacity and there is need for employees to be encouraged to be creative and innovative in taking risks.