

# WORKPLACE CULTURE





# OVERVIEW

- What is our "culture"?
- Why do we need it?
- How do we establish it?
- Call to action

# DEFINE

"The values, belief systems, attitudes, and the set of assumptions that people in a workplace share."

-Forbes

# SLANG

A good metric for workplace culture is how employees speak of their workplace when they are at home, bar, coffee shop, friend's house, etc.

*"oh yeah, my work \_\_\_\_\_ because..."*





# WE DO WE NEED IT?

## Positive Culture:

- Enhances employee satisfaction- retention
- Accommodates different workstyles
- Enables employees' strengths
- Potential employees find "best fit" workplaces
- Increases employee engagement
- Innovative solutions- synergy





# HOW DO WE ESTABLISH WORKPLACE CULTURE?

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- **Leaders commit to healthy culture**

- Culture initiatives are infused with goals
- Work-life balance is prioritized
- Positive attitudes and respect encourages, and empowers
- Lead by example







## HOW DO WE ESTABLISH WORKPLACE CULTURE?

- **Strategic planning for future success**
  - Detail long-range goals and plans
  - Provide a logical flow of growth
  - Personalize where employees fall in planning – Day-to-day impact



## HOW DO WE ESTABLISH WORKPLACE CULTURE?

- **Good culture equals engagement and innovation**
  - Employees invest in organization's best interests
  - Employees innovate more naturally
  - Employees become your greatest recruiters





## HOW DO WE ESTABLISH WORKPLACE CULTURE?

- **Leaders embrace Performance Management**
- **Encourage Professional Development**
- **Celebrate employee successes and growth**



## HOW DO WE ESTABLISH WORKPLACE CULTURE?

- **Support Psychological Safety at work**
  - Employees feel valued, respected, and heard
- **Empathetic leadership**
  - Build a relationship with your people

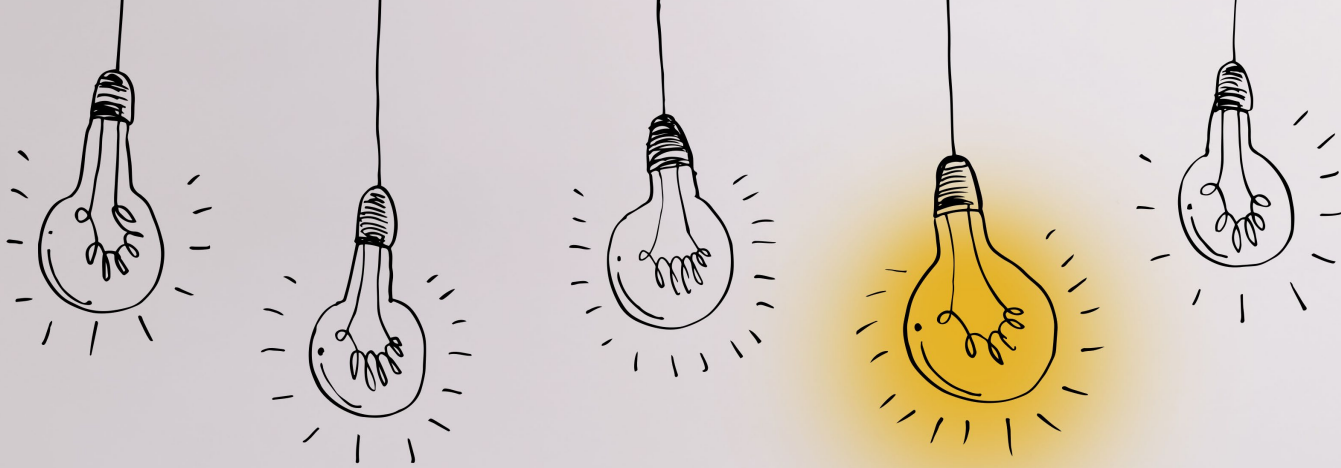






## HOW DO WE ESTABLISH WORKPLACE CULTURE?

- **Build hope in your workgroup**
  - Root out outdated processes
  - Speak openly about improvement ideas
  - Listen to what your employees find troubling



**CALL TO ACTION**



# BUILDING CULTURE

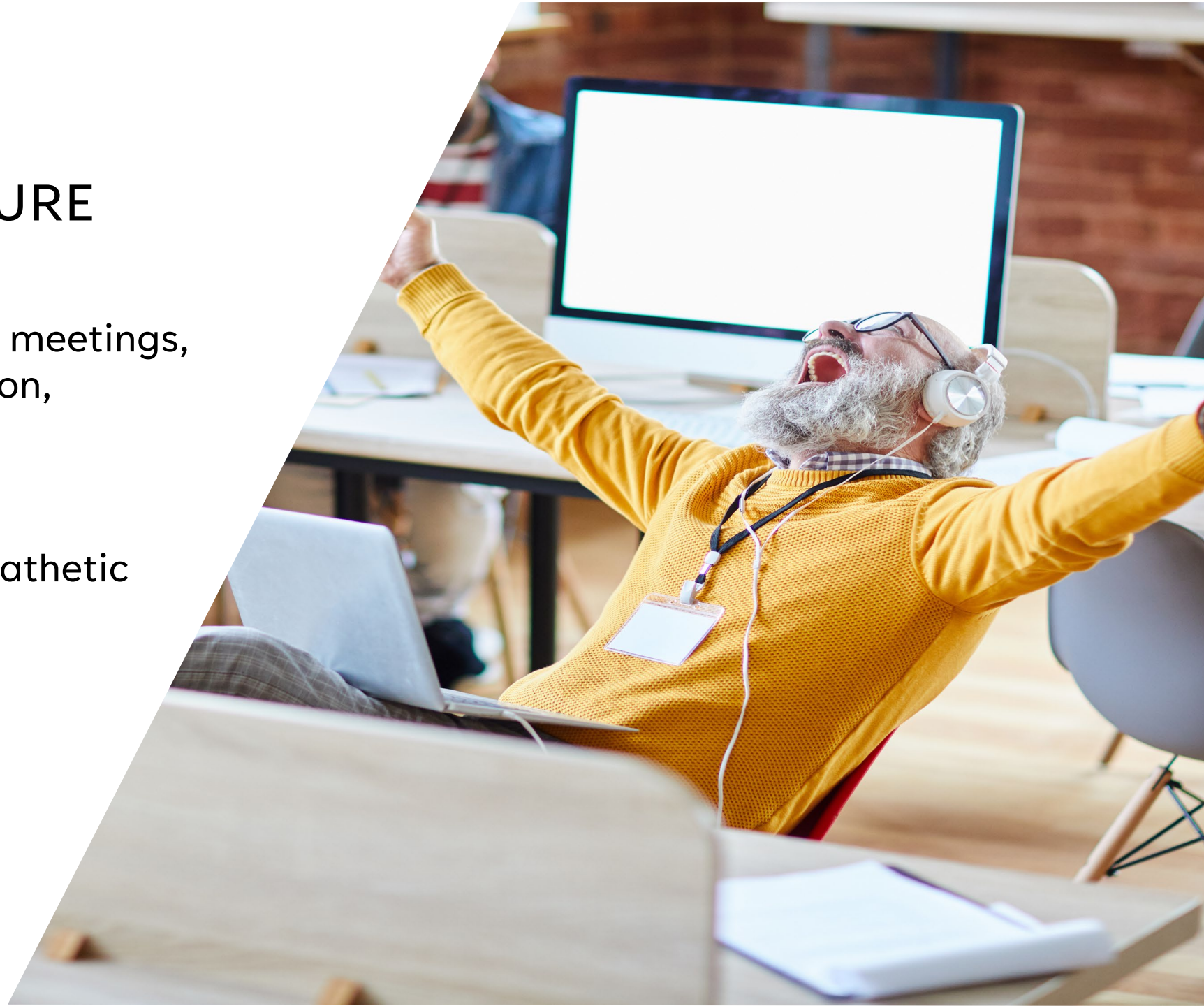
- Align your goals and the goals of your group to the organizational goals
- Meet with your employees regularly and relay your goals and objectives
- Take a hard look at your area and the overall "health"  
(Leave balances, Turn over, Gossip)





# BUILDING CULTURE

- Have more intentional meetings, invite more conversation, speak last
- Keep your word
- Strive to be more empathetic





QUESTIONS?