



HOW TO CREATE A HEALTHY WORKPLACE CULTURE

Workplace cultures are built around the shared norms, beliefs, values and behaviors of a collective group.

The four keys to creating healthy workplace cultures and leaders are: Communicating, Relating, Leading and Energizing.

Communicating helps to minimize distractions and focus attention on the right things inside of the company.

Relating minimizes disconnect and promotes meaningful connections with others no matter where people are located or what they do in the organization.

Leading removes distrust that can impact productivity and performance. Energizing prevents disengagement in the culture.

1 Communicating

Healthy cultures and leaders begin and end with healthy communications. Use the 5C's of Communication to create a healthy workplace culture and communications that are Clear, Concise, Credible, Compelling and Curious. The 5C's can be incorporated into everyday internal communications with leadership and teams or in external communications with clients and vendors.

2 Relating

The biggest threat to healthy relationships within a company is disconnect. Organizational cultures can rise and fall on our ability to communicate and relate across differences. Conflict can be turned into creativity when differences are leveraged within the company culture. Managing unintentional biases that can impact some favorably and others unfavorably can minimize common organizational challenges such as disengagement, favoritism and "office politics."

3 Leading

Leadership is a fundamental component of any great workplace culture. Leading effectively has more challenges than ever due to expectations placed on companies and leaders to do more with less and the rapid pace of change in the internal and external environments. Companies who want to support their leaders and leaders who want to build successful teams must learn to delegate, automate or eliminate tasks to see continual progress.

4 Energizing

Workplace cultures that energize people and inspire them to act beyond themselves can truly change the world and the people who work inside of them. Energizing cultures have 3 key elements: Vision, Values and Purpose. They are embedded in the organization's business and operational practices such as hiring, promoting and client attraction. Energizing cultures have an advantage because people seek them out or do the marketing for them through constant "referrals" of clients & employees.