Your COMPANY CULTURE

Your company culture is the sum of many factors, and everyone has a role.

We all need clarity of our responsibilities and what is expected. We need to know why our jobs matter, what constitutes personal success, and a clear vision for the future.

When employees are recognized, experience growth opportunities and feel empowered to influence, they will contribute energy to their work-life community. We all desire to be part of a community where mutual accountability and trust creates commitment to the team, and success becomes a shared experience.

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Any effort to influence your company culture starts by honoring the diversity of perspectives on the issues or challenges that are affecting employee commitment to the organization. Leadership must build momentum by sharing ownership for initiatives, and leveraging advocates.

Because supervisors have the responsibility for performance, they represent the obvious choice to become the sponsor for any practical initiative that will impact the culture. If your company has human resource personnel or consultants, they can be an influential force and ally that can provide credibility for change.

A fundamental component of an organizational culture rests on the interpersonal skills of employees and how they impact productive interactions. Organizations need to empower employees that are not limited by title or position, but are willing to take ownership, invest the energy, and create momentum within their work-life community.

Celebrate team achievements to motivate and harness your team's competitive spirit while creating a balance between challenging the organization and unnecessary stress.

Assessments or surveys that capture the insights of employees, supervisors, and leadership, are a fundamental resource to measure the employee experience and their impact on organizational performance.

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