Workforce Culture Building

LSUHSC Evidence to Practice
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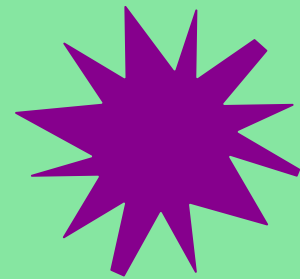
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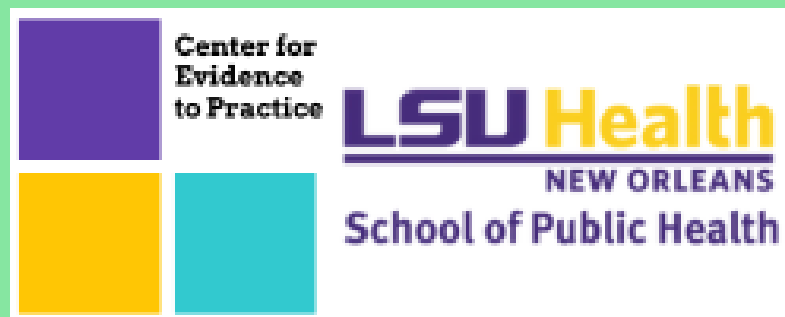
Series 1 Objectives

Workplace Culture Goals

Identify what your ideal workplace culture would look like. How will it function? How do your organization's values, mission, and vision frame the culture?

Building a Workplace Culture

Understand the necessary steps in building an effective workplace culture and how to get started.
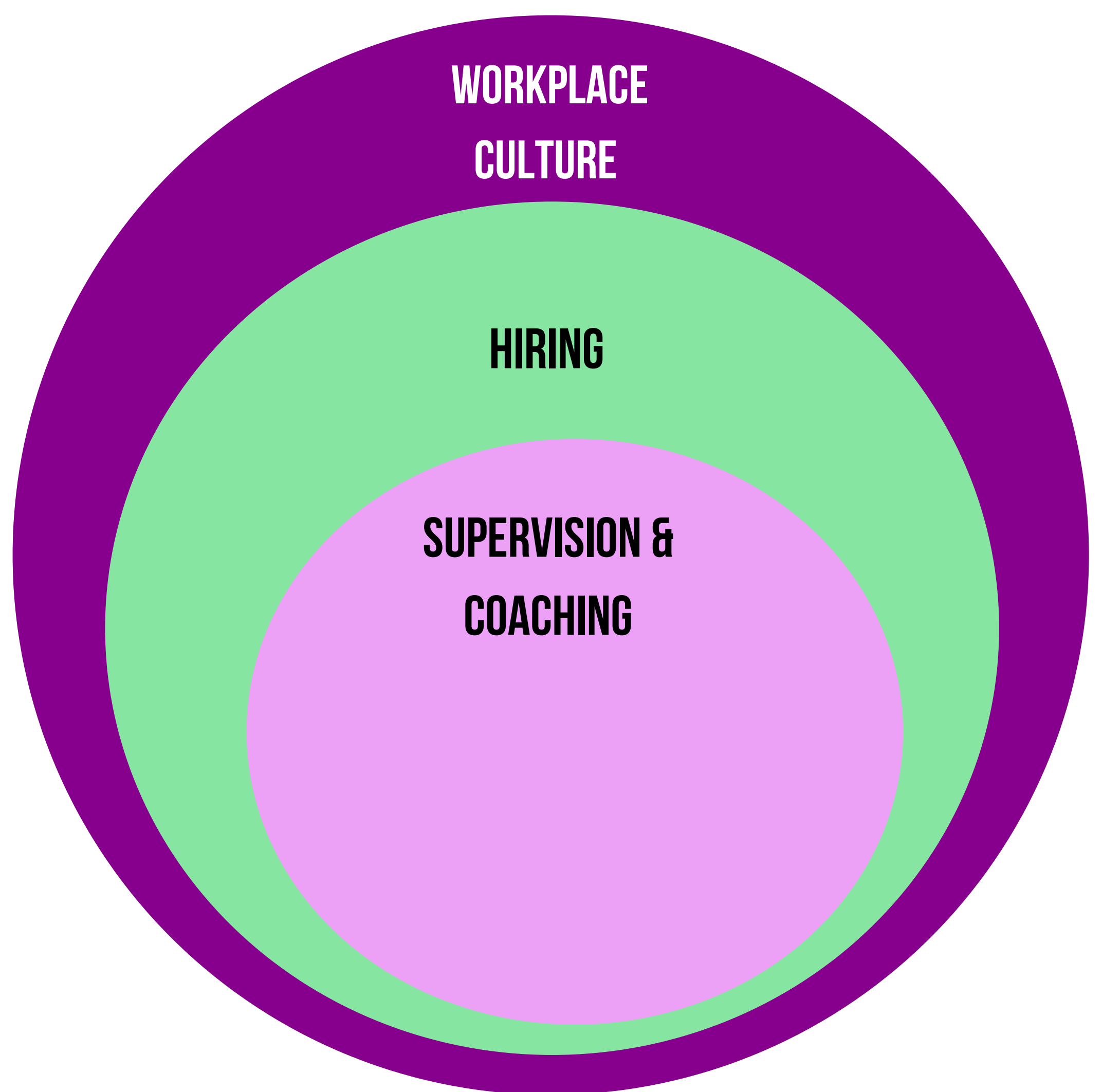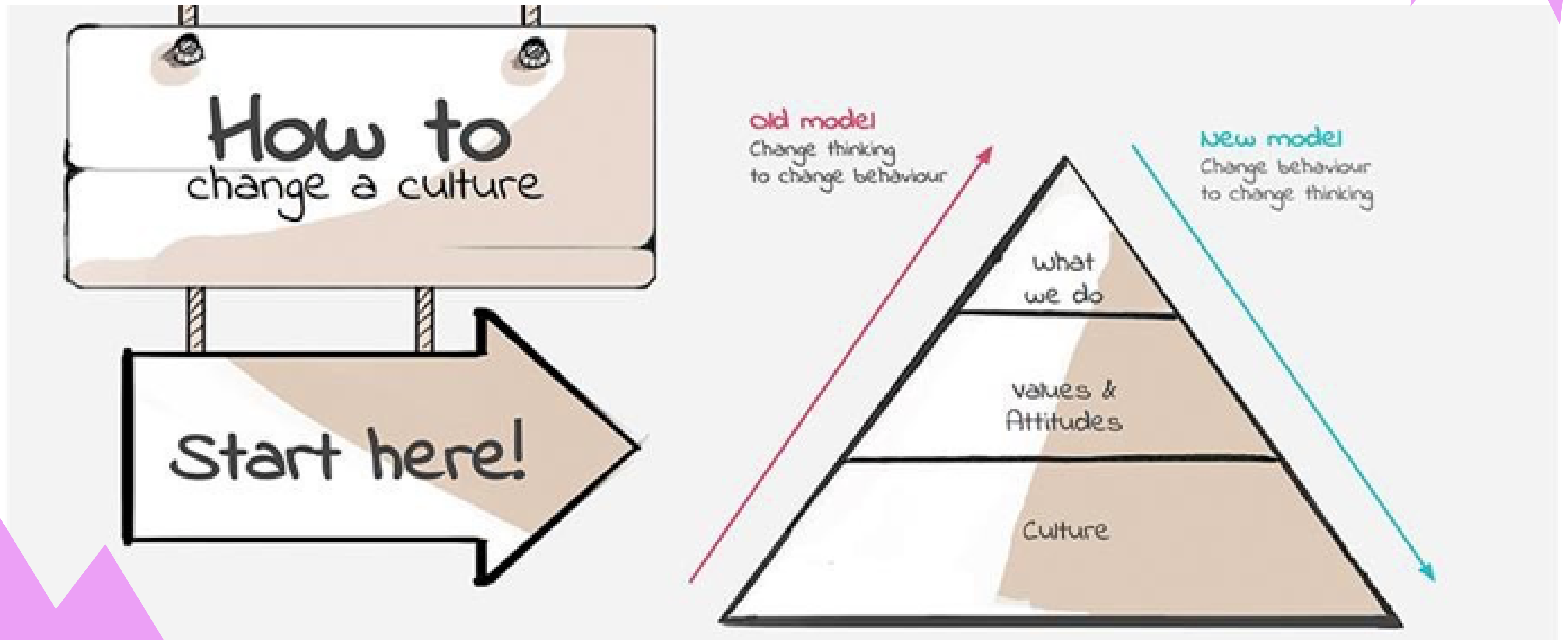
Application, Questions, & Takeaways

Complete small group work to use the information learned in this series. Ask the trainers any questions about the material. Identify takeaways that can be implemented.
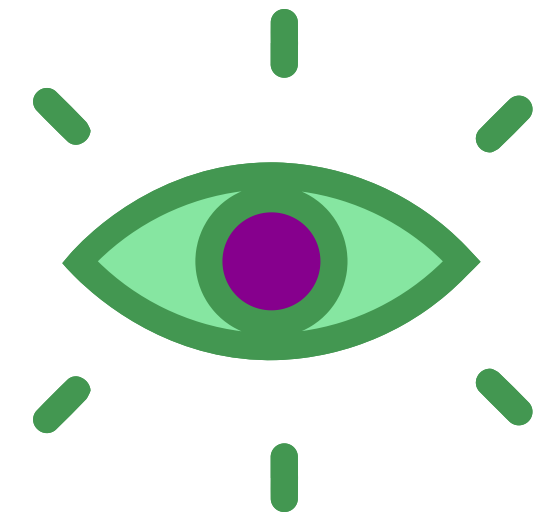
Cultural Framework

WORKPLACE CULTURE

HIRING

SUPERVISION & COACHING
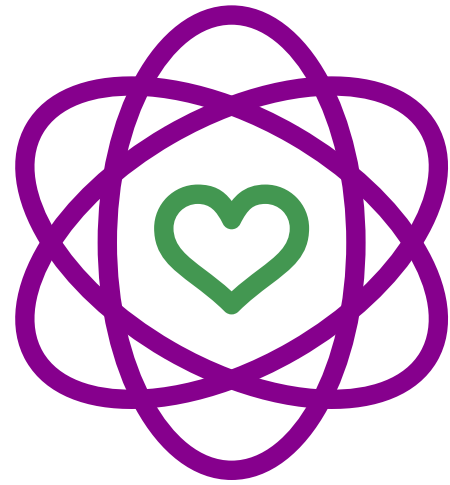
Let's Think About Culture

What frames your workplace culture?

Values

- Elaborate on the first target here.

Mission

- Elaborate on the second target here.

Vision

- Elaborate on the third target here.

Think, Pair, Share

This activity helps you envision your ideal workplace culture and explore how to achieve it. By sharing ideas and discussing challenges and solutions, we aim to build a shared understanding and commitment to creating a positive work environment.
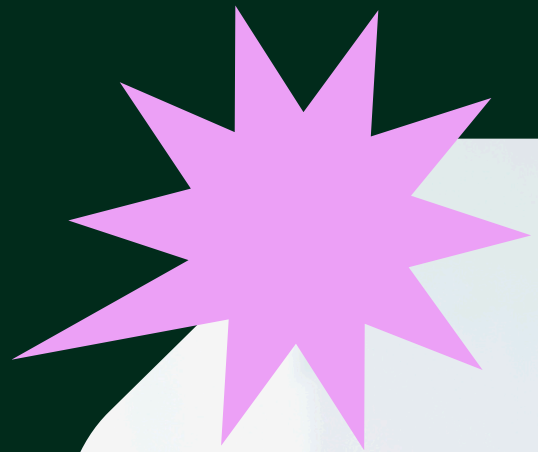
1. Think

Reflect:
Take a moment to think about and write down what you want your ideal workplace culture to look like.

Consider:
How will it function day-to-day? What will your staff say about the culture?

Be as detailed as possible—think about the atmosphere, communication styles, values, and practices that define your ideal culture.

2. Pair Up

In Pairs:

1. **Explain:** Discuss your thought process and the reasoning behind your vision.
2. **Challenges:** Identify any initial challenges you might face in achieving this culture.
3. **Solutions:** Consider and share potential solutions to overcome these challenges.
4. **Engage:** Ask each other questions, provide feedback, and explore how you might combine or expand on your ideas.

3.
Share

Share

In the chat, briefly describe what your ideal workplace culture looks like.

What challenges and solutions did you identify?

Steps to Get Started...

1. Define Your Values and Mission
2. Live Them Out
3. Listen & Communicate
4. Create Safety
5. Observe Trends
6. Learn and Adjust

Define your values and mission.

CORE VALUES

- **Workplace culture is deeply rooted in your core values.**
    - Establishing and clearly articulating these values to team members is critical.

- **Create a shared mission statement to embodies what your company represents.**
    - A strong mission helps team members feel they are a part of something meaningful with a larger purpose.
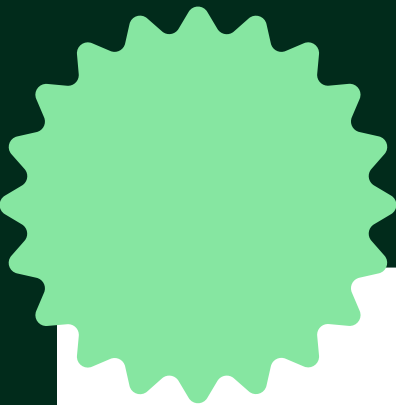
Everyone in the company must be committed to living out the values and mission that have been established.

It is important to talk with your team members about what actions represent the values that have been adopted.

Accountability is a huge part of changing workplace culture.
Example: How do we hold each other accountable when someone is acting outside our values?

Everyday use of the values and mission throughout the organization is essential in shifting the culture.

Live Them Out!
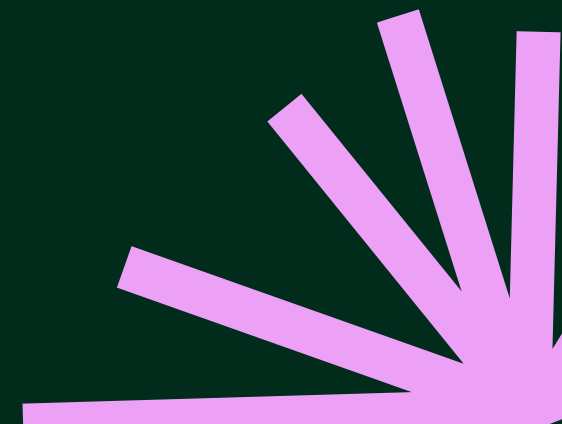
Create Psychological Safety

- Interdependence & Teamwork
- Offer emotional & practical support
- Foster relationships
- Provide clear expectations
- Constructive feedback
- Open communication
- Trust & Respect

Listen.

- Create multiple ways to listen to team members

- Listening to team member perspective will let your organization know what action may be needed.

- Listening should happen directly and indirectly.

Communicate.

- Open door policy
- Clear communication and directives
- Be consistent
- Provide context and rationale
- Have regular structured communication (supervision, team meetings)

Observe Trends

- Things can change quickly. Be aware.

- When listening, look for trends and take them seriously.

- Create momentum in a positive direction.

- Acknowledge that decisions have unexpected consequences.

Learn & Adjust.

- Acknowledge mistakes will happen.

- Mistakes are opportunities to learn.

- When mistakes happen, evaluate from the lens of your core values and overall mission.

- Make adjustments to protect the values and mission of the organization.
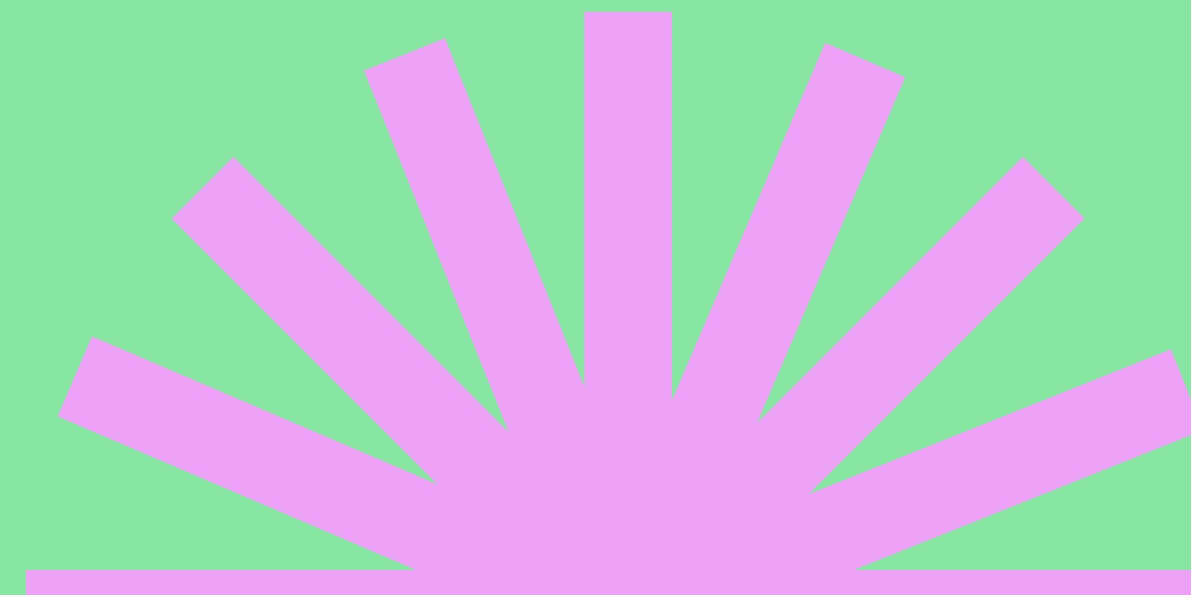
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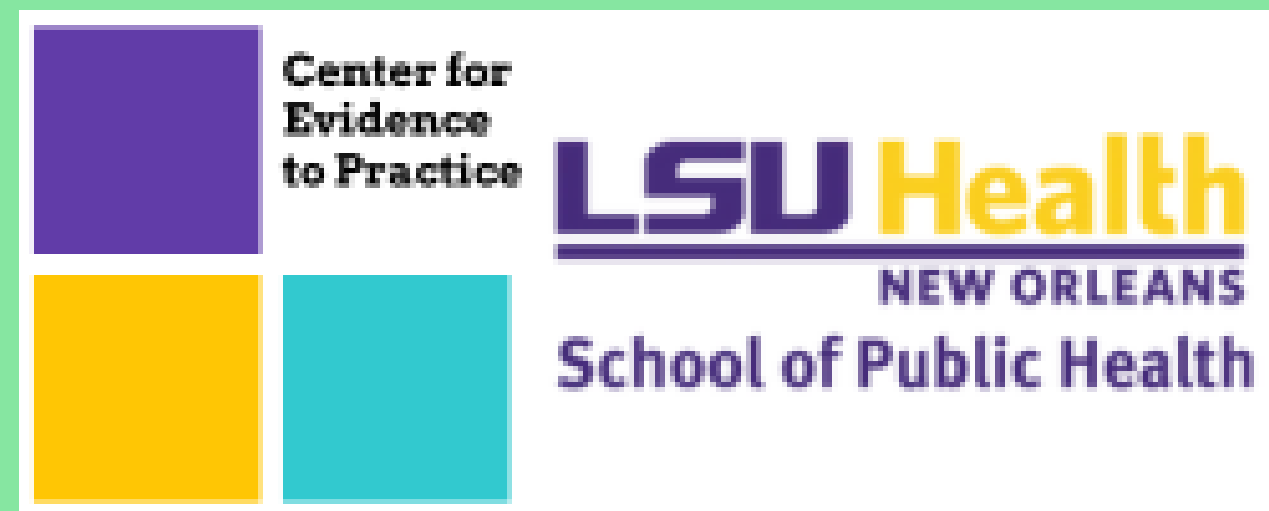
References

Frazier, M. L., Fainshmidt, S., Klinger, R. L., Pezeshkan, A., & Vracheva, V. (2017). Psychological safety: A meta-analytic review and extension. *Personnel Psychology, 70*(1), 113-165. https://doi.org/10.1111/peps.12183