

Creating a Strong Workplace Culture



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culture:

the collection of words, actions, thoughts, and “stuff” that clarify and reinforce what is truly **valued** inside an organization.

Workplace Genome[®] Model

AGILITY



COLLABORATION



GROWTH



INCLUSION



INNOVATION



SOLUTIONS




TECHNOLOGIES



TRANSPARENCY

Inclusion Building Blocks

- 7.4 Diversity (I2)
- 6.7 Authenticity (I1)
- 6.6 Acceptance (I4)
- 6.6 Autonomy (I6)
- 6.5 Ownership (I3)
- 5.2 Work/life integration (I5)
- 4.9 Involvement in decisions (I7)
- 4.3 Clarity on success (I8)

 FUTURIST  CONTEMPORARY  TRADITIONALIST

Inclusion Building Blocks

7.4 Diversity (I2)

6.7 Authenticity (I1)

6.6 Acceptance (I4)

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4.3 Clarity on success (I8)

FUTURIST CONTEMPORARY TRADITIONALIST

human

process

Inclusion Building Blocks	Growth Building Blocks
7.4 Diversity (I2)	7.6 Passion and purpose (G5)
6.7 Authenticity (I1)	7.3 Corporate citizenship (G4)
6.6 Acceptance (I4)	6.3 Feedback and improvement (G1)
6.6 Autonomy (I6)	5.5 Health and welfare (G3)
6.5 Ownership (I3)	5.2 Constructive feedback (G6)
5.2 Work/life integration (I5)	5.2 Exercising Judgment (G7)
4.9 Involvement in decisions (I7)	5.1 Core Value Accountability (G8)
4.3 Clarity on success (I8)	4.3 Training and development (G2)

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Inclusion Building Blocks	Growth Building Blocks	Solutions Building Blocks
7.4 Diversity (I2)	7.6 Passion and purpose (G5)	6.7 Customer influence (S7)
6.7 Authenticity (I1)	7.3 Corporate citizenship (G4)	6.0 Customized engagement (S4)
6.6 Acceptance (I4)	6.3 Feedback and improvement (G1)	5.5 Global awareness (S2)
6.6 Autonomy (I6)	5.5 Health and welfare (G3)	5.2 Flexibility (S1)
6.5 Ownership (I3)	5.2 Constructive feedback (G6)	5.0 Accountability (S6)
5.2 Work/life integration (I5)	5.2 Exercising Judgment (G7)	4.7 Incorporating outside perspectives (S5)
4.9 Involvement in decisions (I7)	5.1 Core Value Accountability (G8)	4.7 Tailored responses (S3)
4.3 Clarity on success (I8)	4.3 Training and development (G2)	3.7 People-centric solutions (S8)

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culture playbook

**RITUALS &
ARTIFACTS**

STEWARDSHIP

TALENT/HR

PROCESS

**STRUCTURE/
DESIGN**

TECHNOLOGY

culture management

let's talk

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WORKPLACES



Culture Tools



Culture Campus



The Culture Podcast



Jamie Notter



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