



Developing strong Workplace Cultures and Values

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Mentoring, Coaching & Advisory

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***"Culture eats
strategy for
breakfast."***

- Peter Drucker

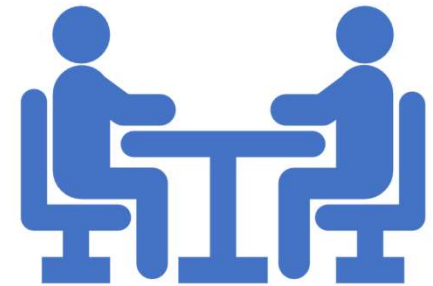
Agenda

- What is workplace culture
- 5 key Factors that influence culture
- Some levers for you to pull
- Resources
- Questions

Definition of Workplace Culture

The norms spoken & unspoken, formal and informal that inform team members what behaviour is expected and acceptable and what systems are used within a workplace.

- **Stories, legends and rituals**
- **Shared moments and events**
- **What's paid attention to, encouraged and upheld**
- **What's recognised & rewarded**
- **Your physical surroundings**



What is your culture?
How do you describe it?
Is it where you want it?



“Pay no attention to what people say. Pay very close attention to what they do.”
© 2015 TED@PHILLIPS



Please check your food- something has died in here
Thanks

PLEASE
DON'T
FLUFFY!
WASHU!

PLEASE
DON'T
FLUFFY!
WASHU!



Common Themes

Culture is:

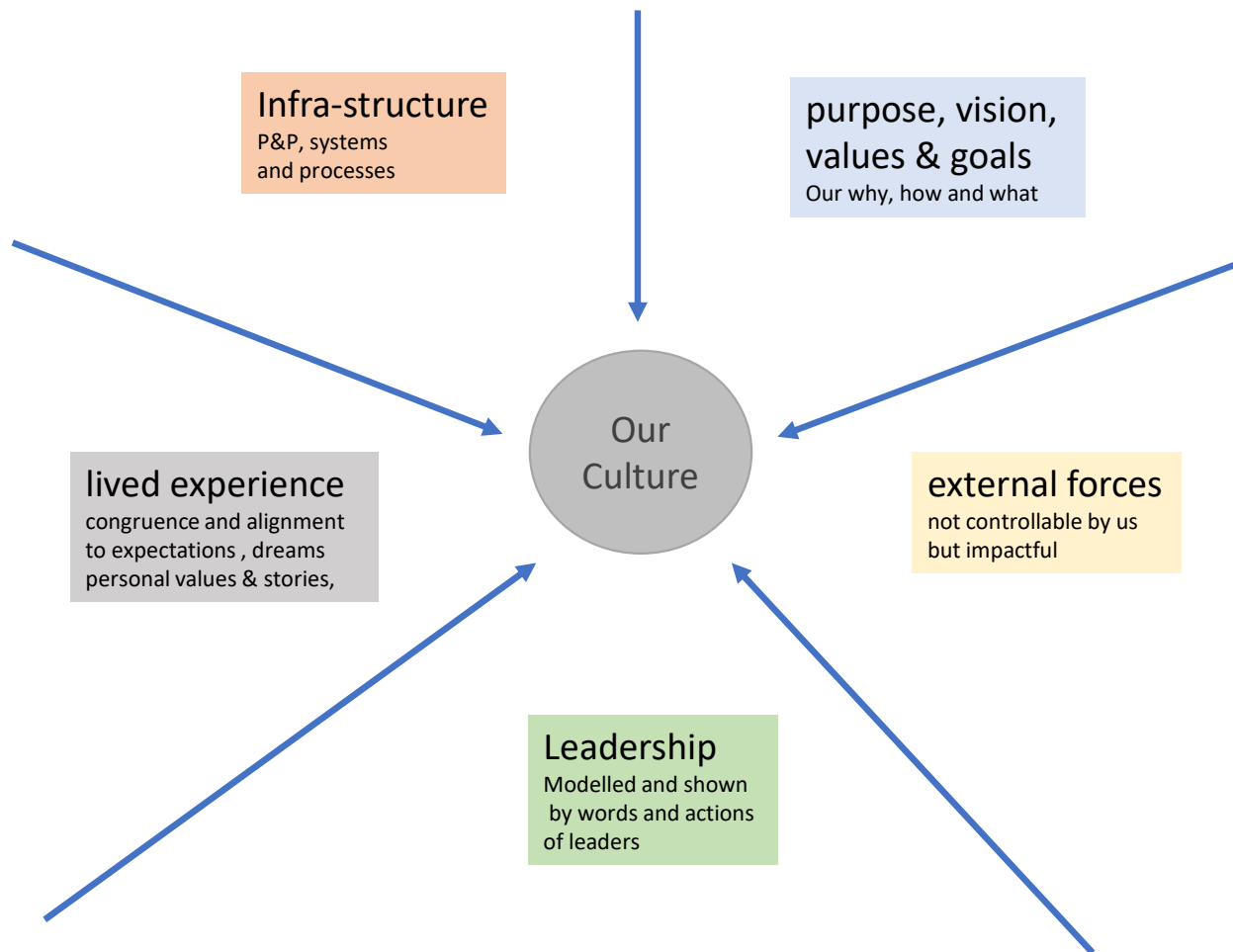
- Shared : it's a Group Phenomenon, not an individual "thing".
- Pervasive : it covers the depth and breadth of the group or organisation
- Enduring whilst Evolving : it develops from critical incidents, meaningful moments and learning over time ie: what is allowed is taught. It shifts and evolve in response to changes
- Implicit : its instinctive that people are naturally drawn to groups with similar ideologies and thoughts

Poor Culture



Brittany Higgins: Australia rape accuser in hospital amid 'pressure'

5 key Factors that influence culture



INFRA- STRUCTURE



DFK Corporate Site



Our Purpose and Values

We connect people and business worldwide and we care about our members and their clients. And we care about our people, our communities and our planet.

Our Purpose

DFK is dedicated to empowering our members to support their clients as they seek to achieve their financial goals, locally, regionally and globally. We care about our members and their clients, and we care about our relationships. In our small way we want to play our part in making the world a better, closer connected, more sustainable, more peaceful and friendlier place. We strive for equality, diversity, and inclusion, promoting a culture that celebrates difference, challenges prejudice, and ensures fairness.

Our Values

We:

- **Deliver results** – on time, on price with no nasty surprises
- **Fulfil expectations** - we drive it, deal with it and deliver it
- **Keep promises** - we do what we say we'll do

DFK PURPOSE & VISION



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DFK Values

Bringing values to life



Put on wall



Integrate into
organisational docs,
processes & procedures



Interview Q's



Training



Team meetings &
strategy sessions



Performance
Management



Decision making filter



Recognise

Goals & Strategies



THE LIVED EXPERIENCE



EXTERNAL FORCES

- Technology
- Politics & Economics
- Pandemic/s
- Foreign Powers

LEADERSHIP



Organisational Culture Assessments/Methods

- [\(Contact me re this one\) _____
https://www.starworkplace.com.au/](https://www.starworkplace.com.au/)
- <https://worldofwork.io/2019/07/organizational-culture-assessment-questionnaire/>
- <https://www.questionpro.com/survey-templates/organizational-culture-survey-questions-template/>
- <https://www.eaglesflight.com/blog/7-tools-you-can-use-to-measure-your-companys-culture>
- Pulse Checks
- Key Milestones
- Knowledge Testing
- Mobile Boost Learning
- Self Assessments
- Multi-rater Assessments
- Culture Impact Survey
- Simply have a conversation !!

Eight types of Company culture



CARING



PURPOSE
DRIVEN



LEARNING



ENJOYMENT



RESULTS



AUTHORITY



SAFETY



ORDER

thanks for
participating &
listening

- call me for a complimentary chat if something's in your way to achieving your best mindset and you think I might be able to help ...
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Jo Hanlon
Mentoring, Coaching & Advisory