

Webinar #3
Workplace Culture

Organizational Resilience Series



Joshua Berry

Co-Founder & CEO

Author of Dare To Be Naive

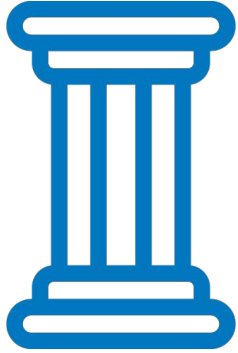
*Grab a pen and
paper*

Add to chat:

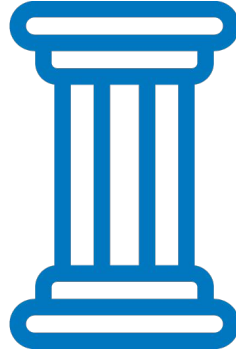
*What is a personal
or professional
accomplishment?*

Four Pillars¹

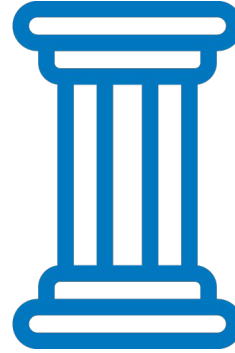
of organizational resilience



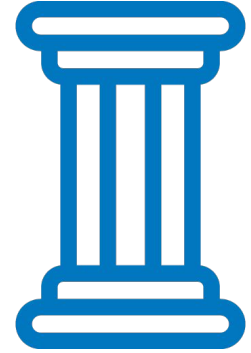
**Organizational
Practices**



**Leadership
Qualities**



**Workplace
Culture**

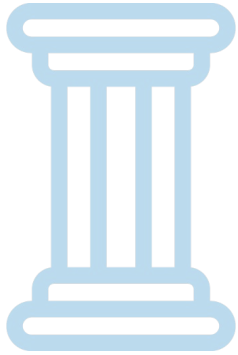


**Workforce
Temperature**

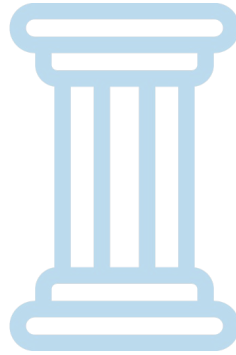
Resource Page: <https://www.disastermh.nebraska.edu/resources/resilience-resources-for-organizations/>

Four Pillars[!]

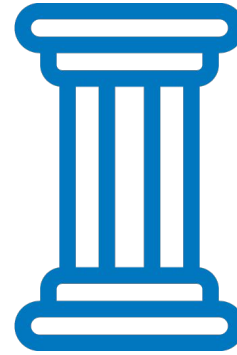
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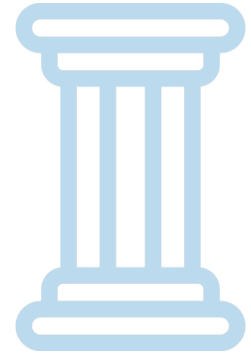
Organizational
Practices



Leadership
Qualities



Workplace
Culture



Workforce
Temperature

*Our focus
today*

A curved arrow pointing from the text 'Our focus today' to the 'Workplace Culture' pillar.



Today.

Warm up!

Defining Workplace Culture

Drivers

Q&A

Next Session Preview

Hi, I'm Joshua.

what lights me up

Evolving work
for good



About Econic.

Econic is a leadership, innovation and organizational culture consulting group.

We exist to help people practice the behaviors that grow themselves and their organizations.



Warm up

Think of the best workplace culture you've ever experienced.

What made it the best?

Write down 2-3 characteristics of the team and/or environment.

Defining

Workplace Culture.

Defining Workplace Culture

Culture is the way people interact with each other, the values, behaviors, attitudes and unwritten rules that shape the work environment.

A positive work culture shows....

- Team communicates openly and honestly.
- Employees feel valued and take ownership of the work.
- The organization cares about people and encourages growth.

10 Culture Indicators.

#1

Communication

Our organization encourages open and honest communication.

#2

Learning

Our organization fosters a culture that values learning from mistakes.

#3

Interaction

People interact often enough to know what's happening in our organization.

#4

Time Off

People are generally able to take time off to rejuvenate.

#5

Investment

Our organization invests sufficient resources in its employees.

#6

Ownership

Most people in our organization feel responsible for the organization's effectiveness.

#7

Camaraderie

The people in my organization have a strong sense of camaraderie.

#8

Focused on Development

We actively encourage people to develop themselves through their work.

#9

Feel Valued by Supervisor

My ideas are valued by my supervisor.

#10

Feel Valued by Peers

My ideas are valued by my co-workers.

If you are interested in taking the Organizational Assessment, contact Jason.Shonerd@unl.edu

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Key elements of S. psychological safety

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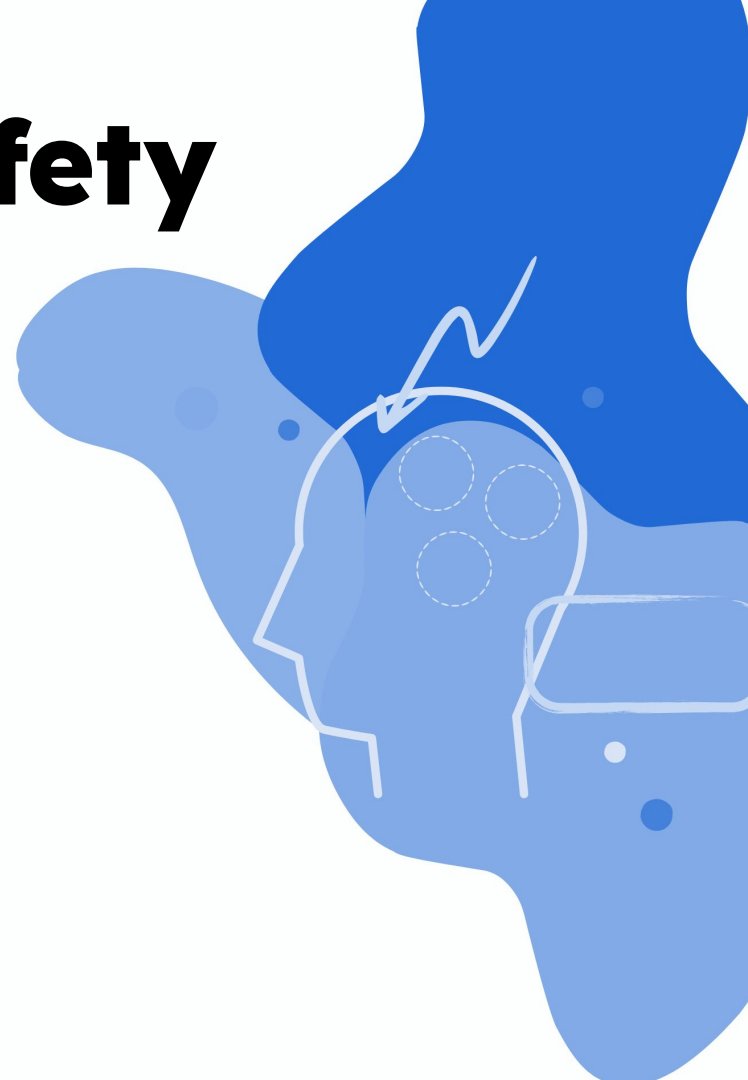
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Project Aristotle.

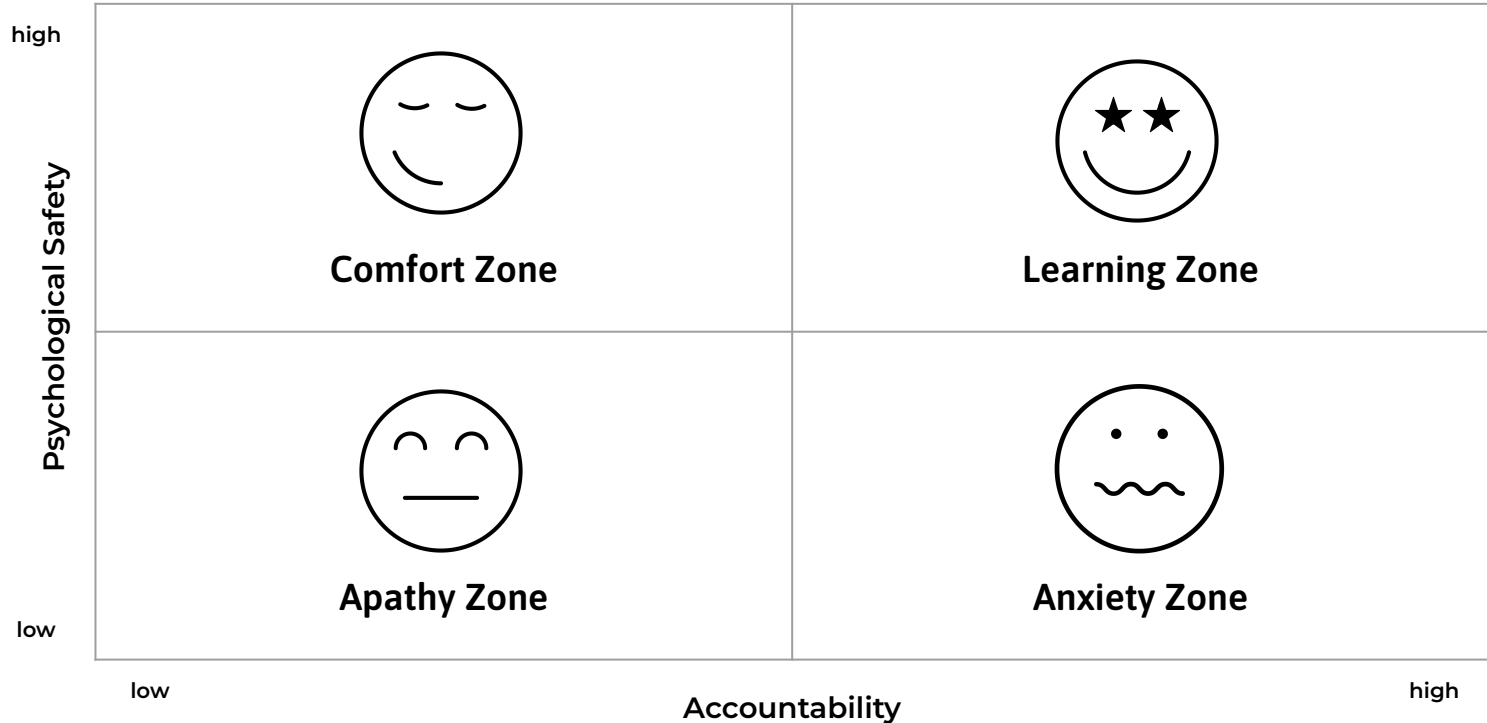


Psychological safety

Team members feel
safe to take risks
and **to be open** with one another.
They feel confident that no one on the team
will embarrass or punish anyone else for
admitting a mistake, asking a question,
or offering a new idea.



Psychological safety and performance standards—including motivation and accountability—both affect team and organizational performance in complex environments.



**How do we encourage
open and honest
communication?**






Rules of Pixar's Braintrust

1. Feedback must be constructive. About the project, not the person.
2. The filmmaker can't be defensive or take criticism personally. They must be ready to hear the truth.
3. Comments are suggestions, not prescriptions. There are no mandates, top-down or otherwise. Directors can take or leave the feedback.
4. Must come from a place of empathy. Candid feedback is not a 'gotcha'.



Four Steps to Improve Workplace Culture

*Amy Edmondson, author of
Fearless Organization and Right
Kind of Wrong*



- Leaders seek input with humility and openness.
- Highlight opportunities to learn from mistakes.
- Encourage teams to bond through day-to-day tasks.
- Work to help people feel heard and 'seen'.

customer



customer

me



my colleague

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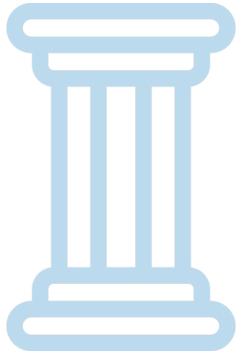
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Q&A

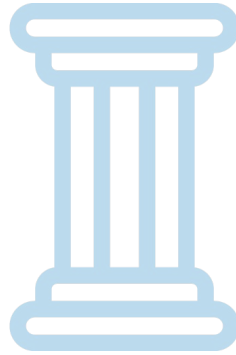
What's Next?

Four Pillars¹

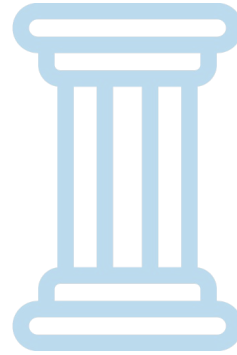
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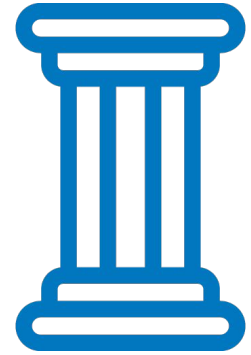
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Workplace
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*Last session
Thursday
June 26, 12p*



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Thank you for joining!