

# Everyone is Responsible for the Culture Meeting Kit



## EVERYONE IS RESPONSIBLE FOR THE CULTURE SAFETY TALK

There is a common saying that safety is everyone's responsibility. What about culture? What is culture and how does it affect safety and the work environment as a whole?

### CULTURE IS

Culture is the character and personality of your organization. It's what makes your business unique and is the sum of its values, traditions, beliefs, interactions, behaviors, and attitudes.

### WORKPLACE CULTURE IS IMPORTANT

- Culture is as important as your business strategy because it either strengthens or undermines your objectives.
- It attracts talent. Job candidates evaluate your organization and its climate. A strong, positive, clearly defined and well-communicated culture attracts talent that fits.
- It drives engagement and retention. Culture impacts how employees interact with their work and your organization.
- Impacts happiness and satisfaction.
- It affects performance. Organizations with stronger cultures outperform their competitors financially and are generally more successful.

## HOW TO IMPROVE ORGANIZATIONAL CULTURE

To create and maintain a positive work culture, employees and employers have the following responsibilities:

- Individual accountability breeds mutual responsibility, so make yourself accountable to set an example.
- Develop accountability standards to guide behavior.
- Establish expectations for each person based on their role in the organization.
- Use metrics to measure how well employees are meeting expectations.
- Create an employee ownership mentality that allows the opinions of others to be heard.
- Show respect to all employees at all levels and have managers personally address issues of disrespect in a professional manner.
- Open your financial books and help all employees understand company numbers like

- profits and revenue and to get them looking at how they affect those numbers and what they can do to personally improve them.
- Provide continuing education for all employees.
- Honor all your obligations, both inside your organization and to outside clients, vendors, and customers.
- Hire employees based on character and competence.
- Develop leaders from within.
- Provide rewards and recognition.
- Create MiniGames as a fun way to offer rewards for meeting goals.
- Post a recognition board.
- Come up with tangible, meaningful, non-financial rewards in addition to any compensation incentives you offer.

## **THE BENEFITS – POSITIVE WORK CULTURE**

**Openness and a commitment to each other and to your common goals delivers many benefits including:**

- Improvements in motivation
- Increased accountability
- More trust and confidence in management and the organization as a whole
- Decreased employee entitlement mentality
- Greater employee engagement
- Increased work satisfaction
- Increased company pride
- Improved customer experience and loyalty
- More cohesive teams
- Greater company success as measured by profit and revenue

## **FINAL WORD**

When individuals choose to work safely and care about the well-being of each other the culture can be strengthened. When a strong culture is in place through living the core values set by the company, everyone reaps the benefit of working in a safer and more enjoyable workplace.