

CULTURE IN ACTION: HOW TO KEEP YOURS ALIVE



Here are some of our ideas to support you in keeping your culture alive through these ongoing challenging and evolving working environments. These are a combination of quick tips to try with longer-term activities to test out.

Encourage your leaders to **live the values** from the top down.

Start **storytelling**. It's how we remember things.

Create **shared experiences** i.e. Slack Channels #valuesinaction

Reset the rules! Try using the Remote Culture Canvas by Fearless Cultures

Create a **feedback loop** in your team - make it a regular habit.

Try the **1-2-4-All approach** to including everyone in problem solving.

Have an **always on Zoom** to allow people to "pop in".

Use **collaboration tools** i.e. Jamboard, Miro

Send **monthly pulse checks** to gauge how people are feeling

Keeping Culture Alive:

- Needs to be agile
- Needs to be explicit
- Needs to be consistent and regular

Leaders Need to do 3 Things:

1. Increase Visibility
2. Trust People
3. Show Vulnerability

Culture is the set of behavioural norms and unwritten rules that shape the environment and how individuals interact and get work done.

It's the way you do things, how it feels to work there; it's about what people say and the stories they tell about your organisation.

Embed **regular reflection questions** in meetings i.e. how did our approach today align with our values?

Promote **psychological safety** and wellbeing

Celebrate often! Once a month send 3 people a thank you, recognition or positive feedback.

Start your meetings with a **mood check**. Use emojis or a traffic light system.

Connect on non work stuff. We are more than just our job titles.

Send **key messages via video** using Loom instead of email or another Zoom meeting

Do an **"Ask Me Anything"** Series with senior individuals

Create coffee roulette. Pair random people together and give them fun questions to answer

Organise **virtual meditation or mindfulness** events