LEADERSHIP SUMMIT

BELONGING: BUILDING THE BRIDGE TO SUCCESSFUL WORKPLACE CULTURE

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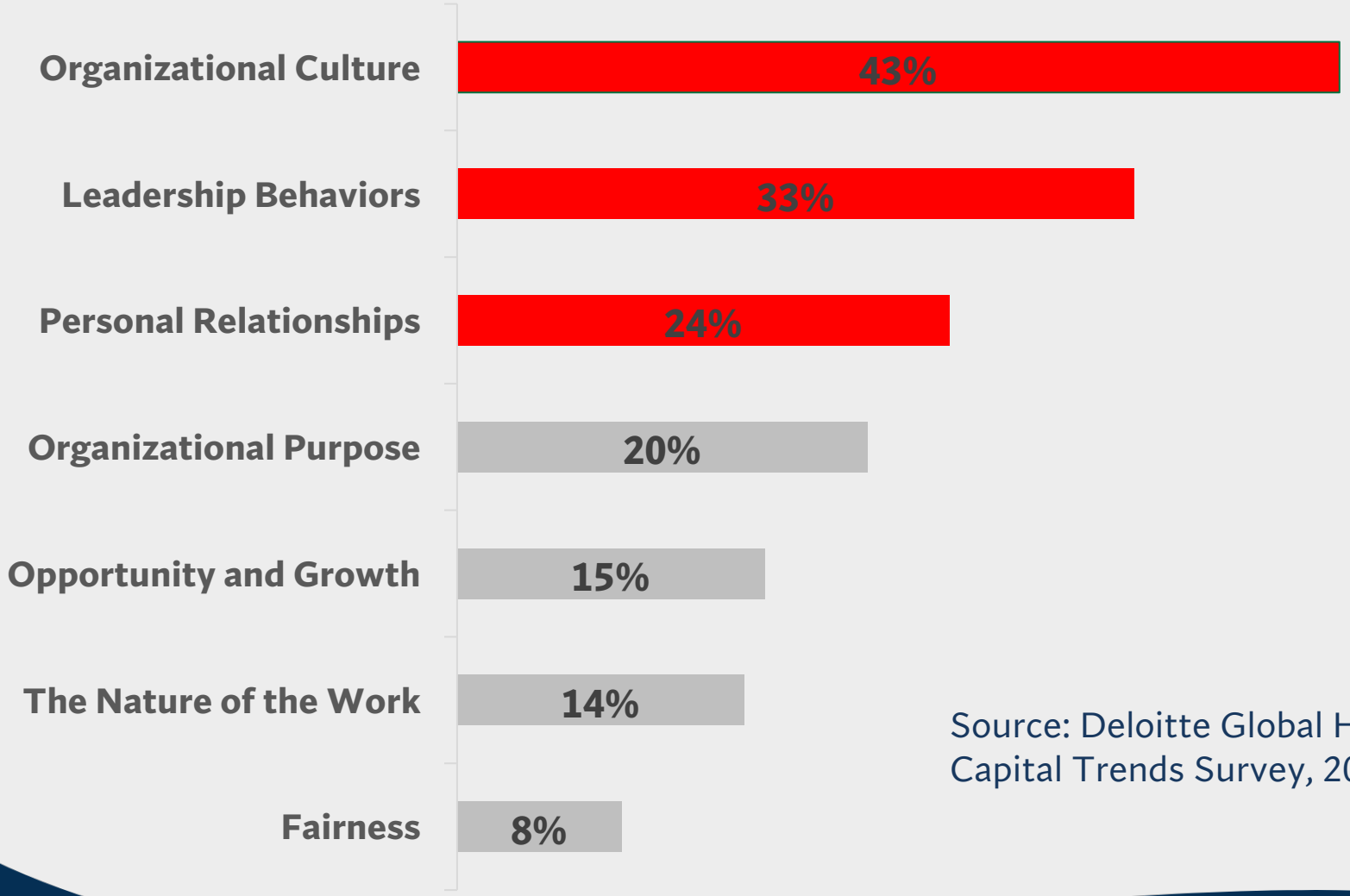
CULTURE *SHAPES*

THE FOUNDATION FOR *BELONGING*

CULTURE, LEADERSHIP AND PERSONAL RELATIONSHIPS ARE THE BIGGEST FACTORS **INFLUENCING** AN ORGANIZATION'S ABILITY TO CREATE BELONGING



Source: Deloitte Global Human Capital Trends Survey, 2000

EMPLOYERS BEWARE!

It's essential for organizational leaders to realize that it's the workplace that needs to change, not the employees. (Inc.)

- A record 3.2 million U.S. workers retired in 2020, and 10,000 workers will retire every day until 2029. •
- There will be a global worker shortage of 85 million by 2030 (roughly equivalent to the total population of Germany).

https://workforce-resources.manpowergroup.com/white-papers/the-new-human-age

The mission, vision and values you create for your organization must be aligned with employee expectations.

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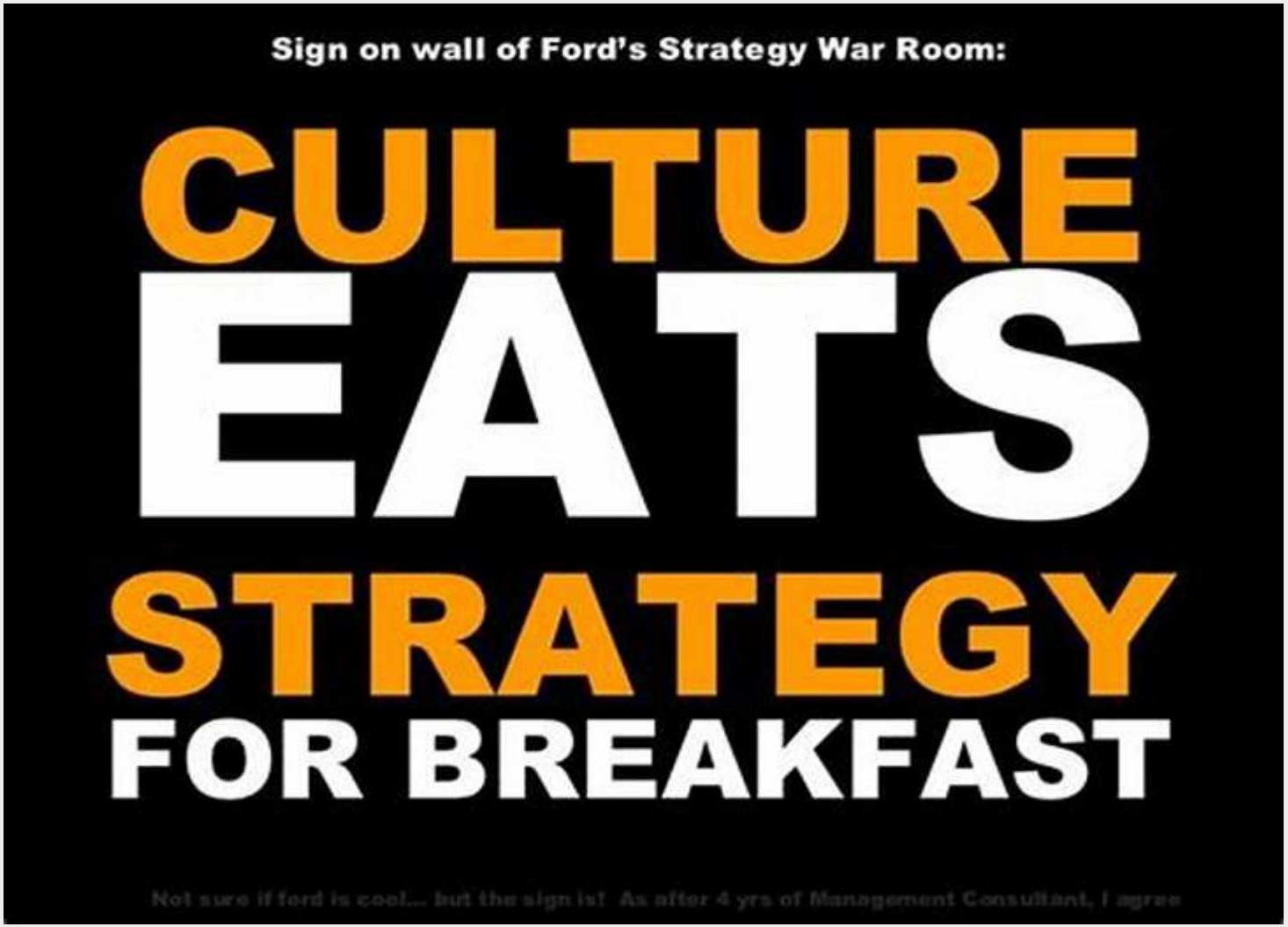
WHAT IS CULTURE ANYWAY?

TRUE OR FALSE?



How Culture Impacts Performance

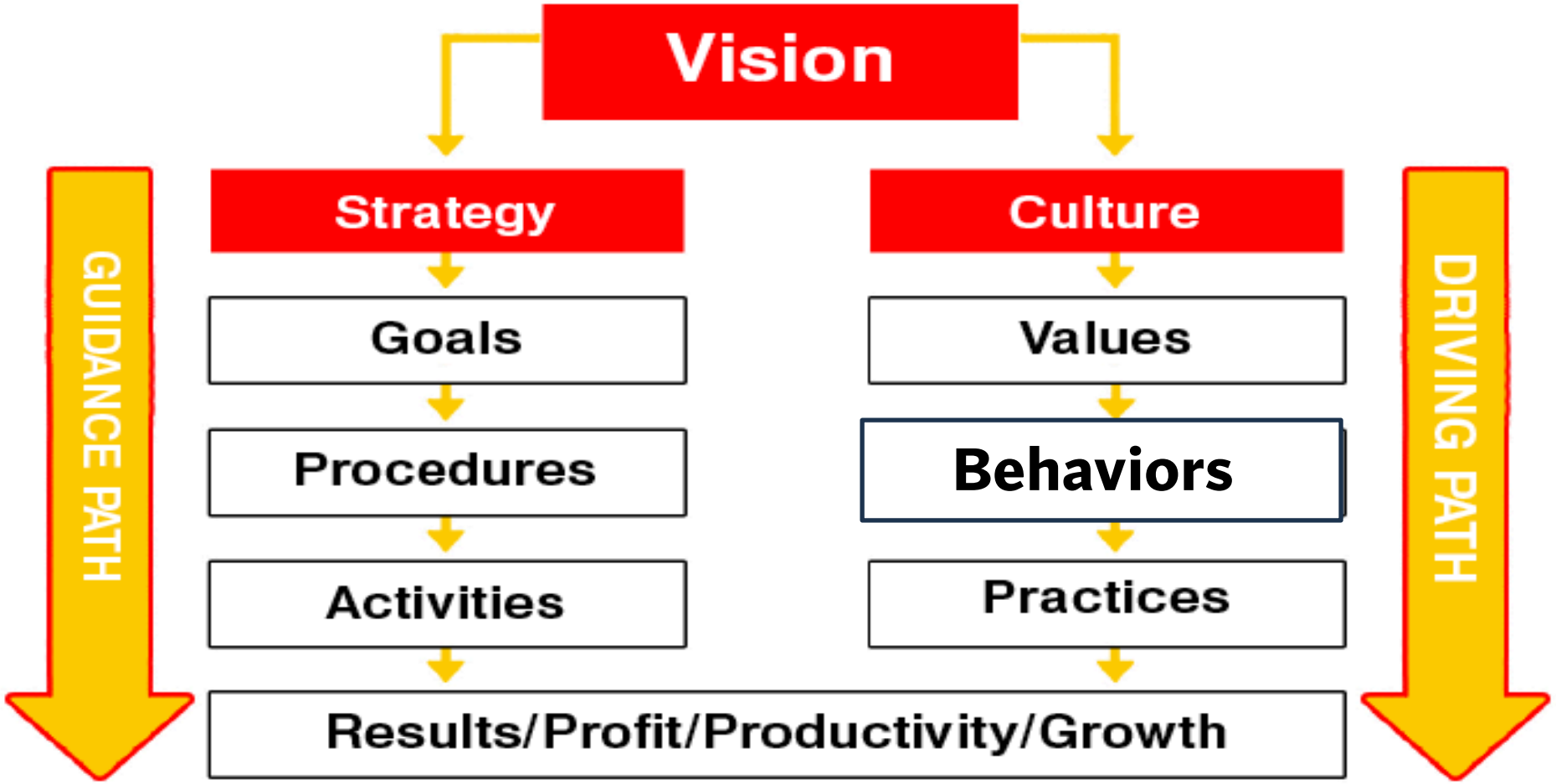
What

1. Innovation
2. Common Values & Goals
3. Better Retention
4. Accepting & Celebrating Diversity
5. Encourages Checks & Balances
6. Long-Term Commitment to Excellence
7. Greater Efficiency
8. Creates a Marketing Advantage

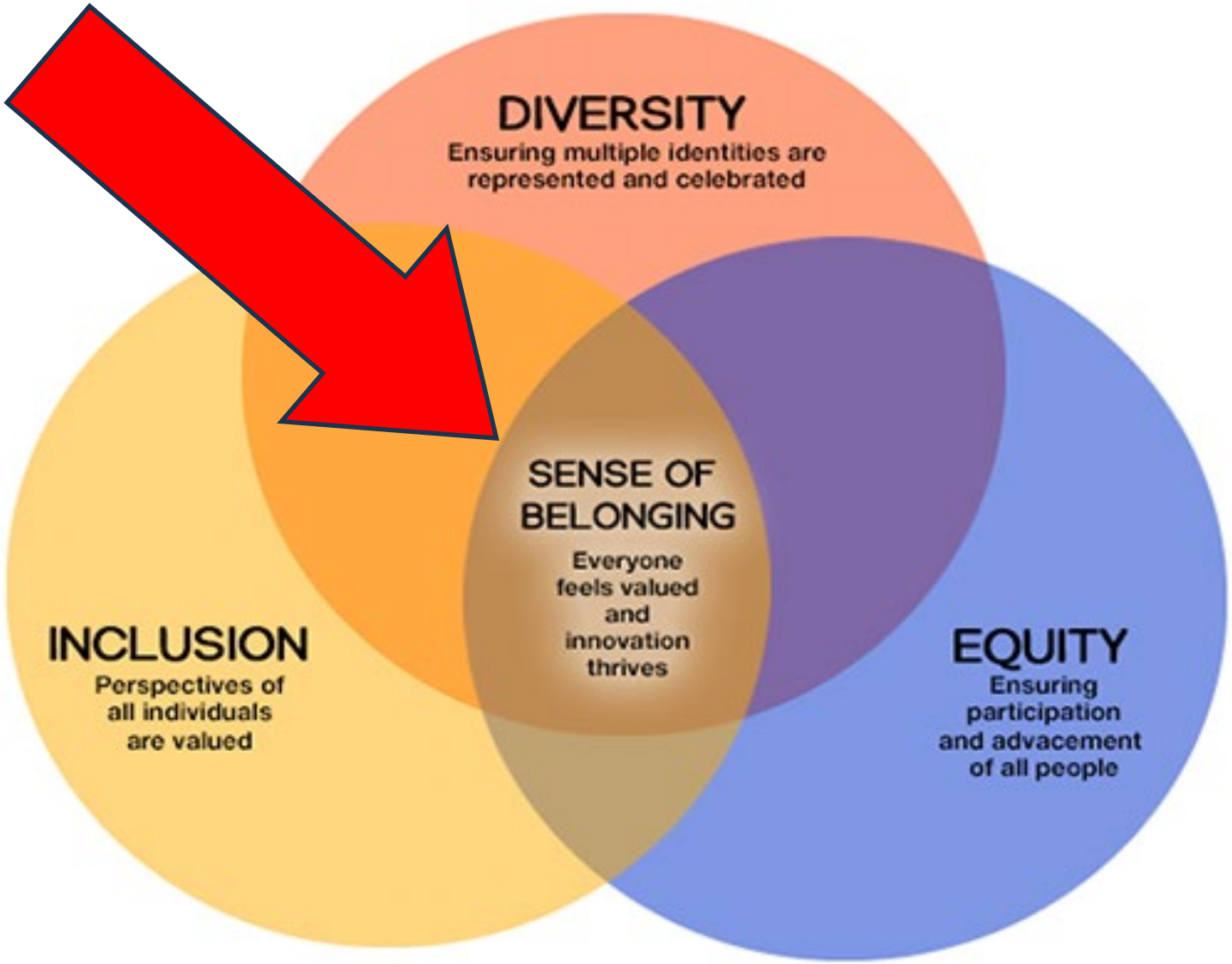
How

1. Empowered Employees
2. Sense of Direction Mission
3. Valued & Winning
4. Collaboration Results
5. Employees are Stewards of the Culture
6. Creates Employee Loyalty
7. Focuses on the Right things
8. What your Employees tell their Friends & Family

IT'S A TWO-WAY STREET!



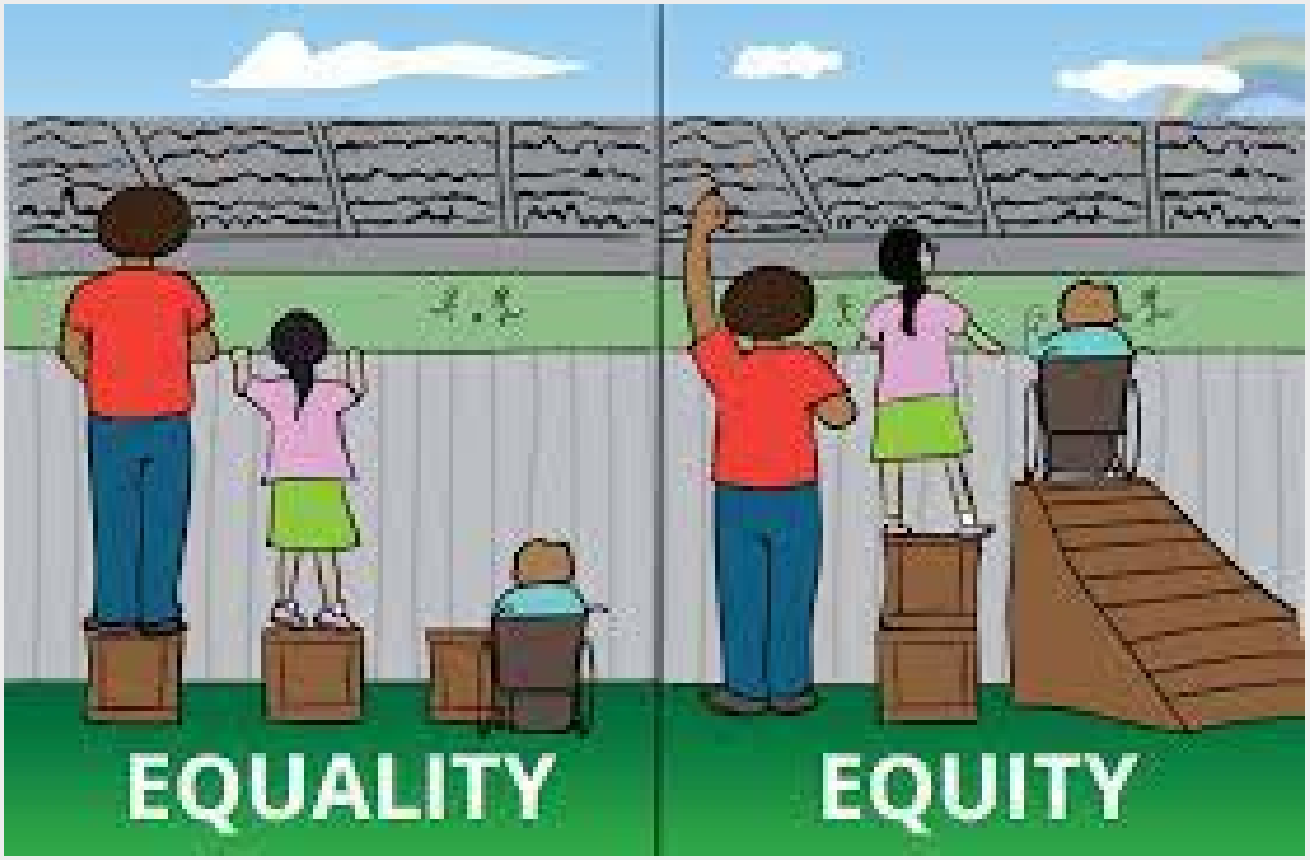
The Power of Belonging



DIVERSITY

All the ways we are similar and different

EQUITY



Give everyone the opportunity to belong and feel like a part of the team

INCLUSION

Inclusion is about Actions

BELONGING IS A TEAM SPORT!

THIS IS A COMPANY WIDE INITIATIVE!

Leaders

HR

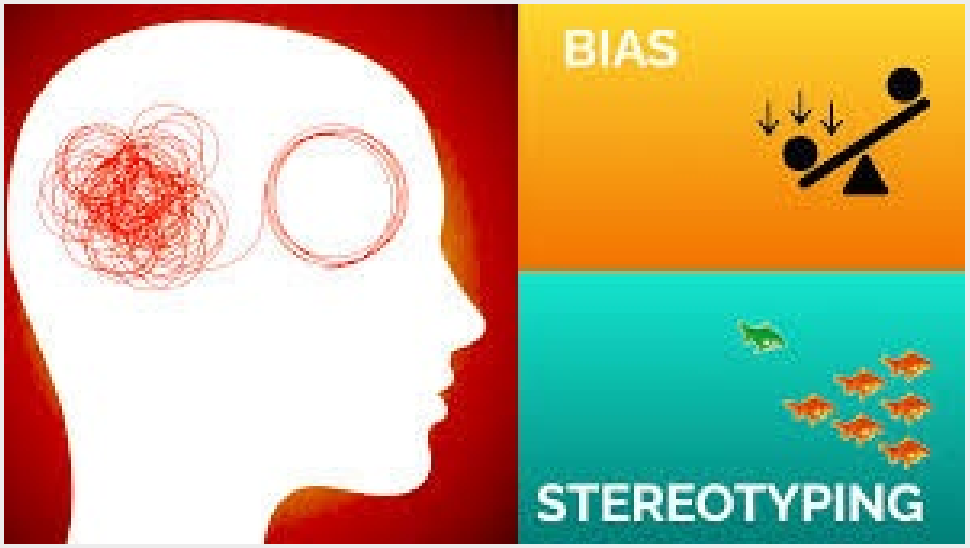
Management

Employees

BARRIERS TO BELONGING

WHAT KEEPS US FROM BELONGING??

BARRIERS TO BELONGING



STEREOTYPING & BIAS

Conscious or unconscious biases can lead to stereotyping, which can hinder individuals from different backgrounds from feeling fully valued or understood

BARRIERS TO BELONGING

LACK OF REPRESENTATION

When employees don't see themselves represented in leadership or other parts of the organization, it can make them feel like outsiders

BARRIERS TO BELONGING

WHAT DO OUR POLICIES SAY?

Anti-Harassment & Discrimination Policy

Anti-Bullying Policy

Respectful Workplace Communication Policy

Workplace Violence Prevention Policy

BARRIERS TO BELONGING

POOR COMMUNICATION

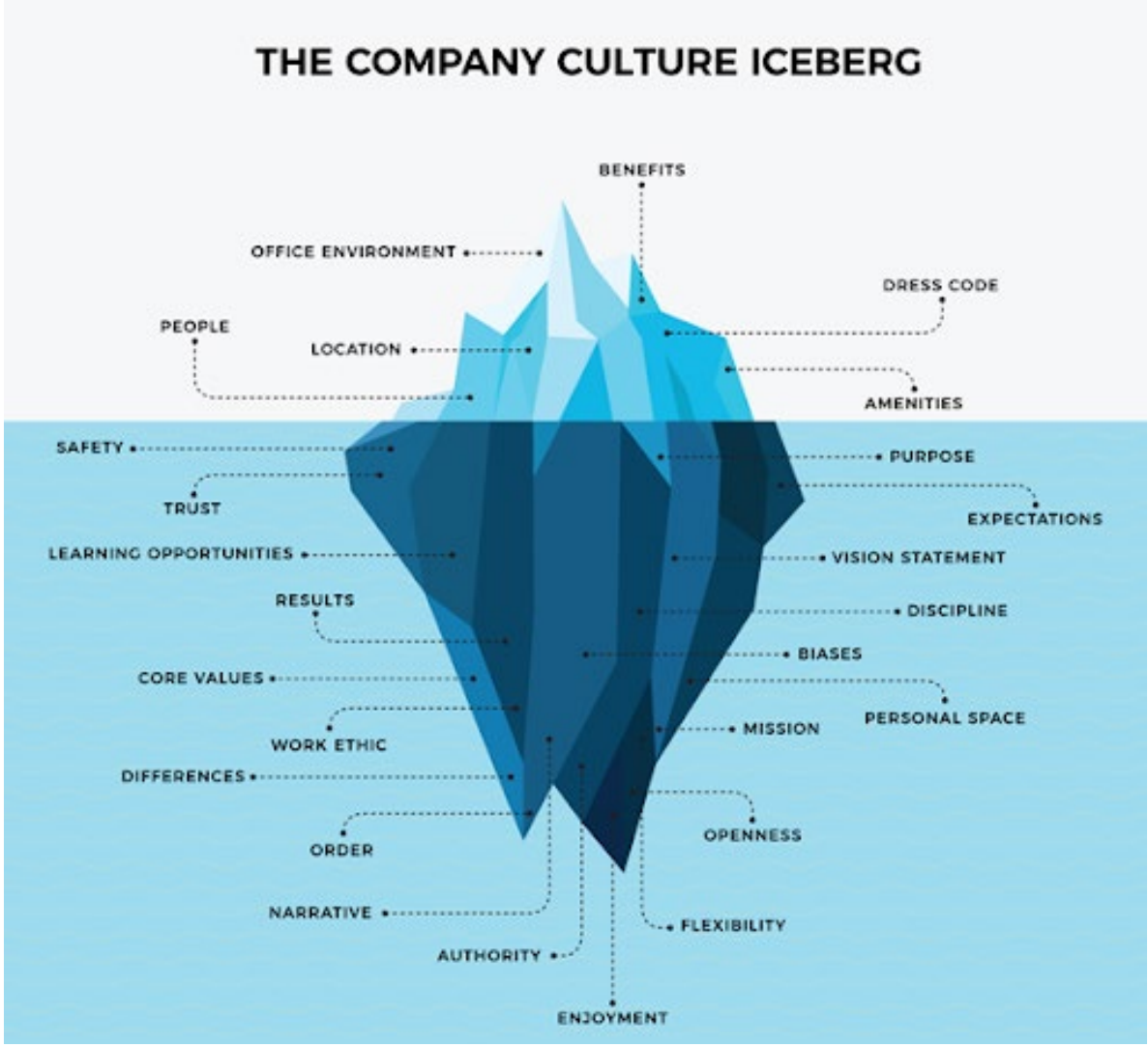
Lack of open channels for feedback or inadequate communication from leadership can make employees feel disconnected

WHO HAS THE BIGGEST IMPACT ON SUSTAINING CULTURE?

OUR PEOPLE LEADERS BUILD THE HOUSE

HOW DO YOU GET THERE?

To create a culture of belonging, we need to bring forward many elements that often get buried below the surface



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WHAT'S YOUR STORY?

ACTIVITY

SO… WHAT DO WE DO??

We have to
PROMOTE
Belonging
AND
EMPOWER
Everyone to
Act!

TOOLS FOR PROMOTING BELONGING

CREATE COMMUNICATION MECHANISMS AND PROMOTE FEEDBACK

Trusted internal champions for employees to go to

Anonymous channels for employees to voice concerns

Solicit regular feedback through surveys

TOOLS FOR PROMOTING BELONGING

TRAINING AND WORKSHOPS

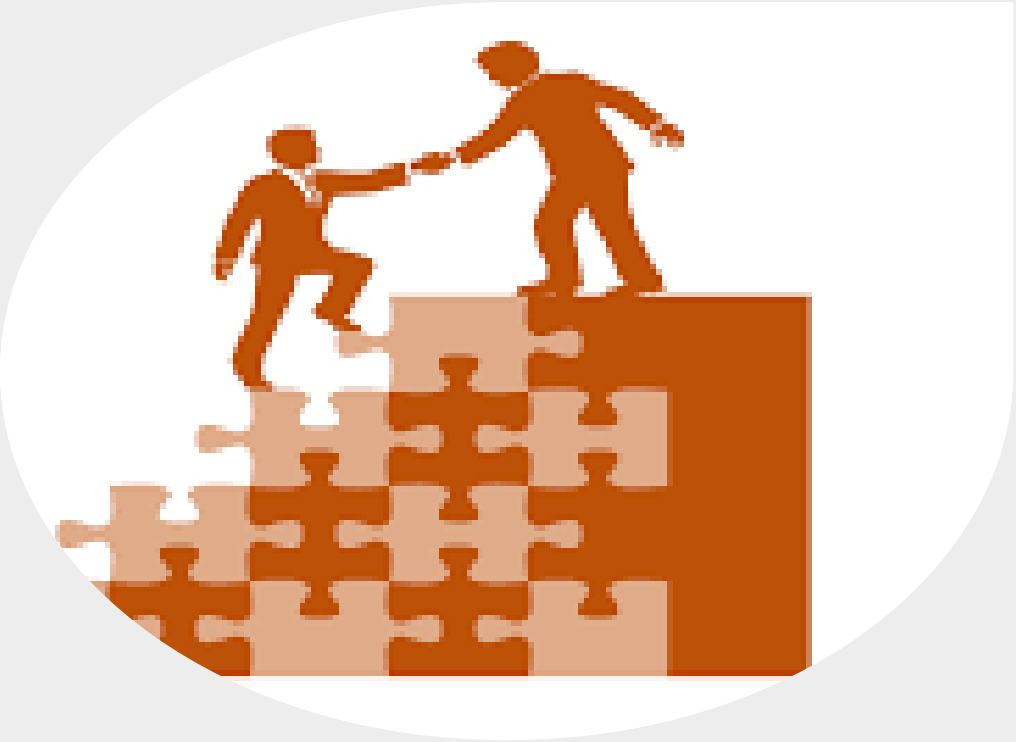
Equip employees with knowledge and skills

Conduct a training assessment to identify gaps

Ask about interests, develop career paths

ILP’s Individual Learn Paths/Plans

TOOLS FOR PROMOTING BELONGING



MENTORING AND SPONSORSHIP PROGRAMS

Consider peer, cross and reverse mentoring options

Pair individuals from diverse backgrounds to promote understanding and inclusivity within an organization

Individualized and group coaching

TOOLS FOR PROMOTING BELONGING

RECOGNITION PROGRAMS

Peer to Peer

Service Awards

Performance Based

Spot Award

Employee of the Month/Qtr/Yr

Personal Growth Award

Leaders Must Lead!

What Are The Most Important Leadership Competencies In 2024 and beyond?

- Inspirational leadership communication
- Fostering connections and trusting relationships
- Coaching and developing employees
- Granting autonomy through delegation and accountability

WHAT DO WE DO TODAY?

- Prioritize Belonging as a Business Priority
- Gain alignment on the strategy
- Open lines of communication - *AUTHENTIC*
- Create action with accountability!
- Get feedback from your employees
- Promote Fairness and Equity
- Acknowledge and Celebrate Differences
- Lead by Example and with Empathy

YOU GOT THIS!!

Pam Thornton

Director of Strategic HR Services

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Q&A & THANK YOU!

It's been a pleasure being with you today!

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