

1. Hiring managers, be clear about your core values of Culture upon hiring and establish a 90 day progress update for on-boarded employees to learn faster and contribute more to your culture.
2. Eat together. For all levels of employees, embrace these casual opportunities to simply spend time together.
3. For managers, earmark “planned” time for “unplanned” feedback. Just listen. For non managers, embrace this time to give honest feedback to contribute to a positive cultural environment. A weekly “open door” scenario, or an afternoon of no commitments to foster casual conversations and stress-free feedback.
4. The manager hosts weekly 15 minute huddles that are Culture driven.
5. Managers, don’t ignore the business challenges or “noise” around us, be transparent with your team and reinforce, the mission remains the mission. “The Main Thing we do, is The Main Thing.”
6. For managers, culture must be seen and reinforced through action and behavior vs words on a white board.
7. Managers, positive recognition and affirmation is consistent and genuine. For non managers, compliment your peers and celebrate their wins.
8. Managers, be clear about specific workplace expectations. For example, “Gossip is not allowed.” Address internal conflict appropriately and quickly to eliminate a toxic environment and encourage a team-first attitude.
9. Managers, have your team highlight the values of your Culture they like, and what they respond and connect to. Allows you to lean into what works, and improve what might not. This also gives your team internal ownership of the cultural experience for “their” company.
10. For managers, understand and adapt for a generational mindset. A 30 year old is likely to view Cultural values differently than a 50 year old.