

## Strengthening Workplace Culture through Leadership at all Levels

As restrictions were relaxed across Ireland this week, it was exciting to be facilitating face to face workshops with front line managers as well as meetings with senior management in organisations. Part of our discussions related to how staff have demonstrated amazing resilience in the face of not just the pandemic, but other fairly major and unexpected organisational disruptions. Interestingly, it was the lessons learned in coping with Covid that made it easier to cope with new challenges, with the key being excellent communication systems and expressed acknowledgement of the workforce for their ability to adapt. In looking at how some parts of the system coped better than others, we got talking about organisational culture. What is it and how do you define it?

COMPANY CULTURE MATTERS



The best word we could come up with was the ‘personality’ of the organisation, the way the organisation is experienced by its staff. So much is dependent on staff perception, their beliefs, and attitudes, which in turn drives their behaviours.

How is it that the culture appears different in particular offices and that certain teams seem more focused and positive than others? What are the ‘secrets’ to building a more positive culture? This needs to be high on the agenda as we move back to on site working. Here are some early thoughts.

Culture doesn't just help **attract** amazing people, it **amplifies** their abilities and helps them do their best work.

Effective leaders strengthen the culture by engaging with staff about their values, their purpose and identity and creating an environment where people develop personally and professionally. Culture is built at all levels and within every team.

How are you ensuring the culture in your agency, department or team is motivating your employees so that they can add even greater value to service users? Share your thoughts and ideas by emailing me at [lynne@lynnepeyton.com](mailto:lynne@lynnepeyton.com)

For more information on CORE leadership skills please visit my website at [www.lynnepeyton.com/core](http://www.lynnepeyton.com/core)

Communication

Optimisation

Relationships

Evaluation