

Workplace Culture

“How do we do things around here?”

BALZAN HR

2013



Workplace Culture

**A shared belief system of values and processes
within an organization.**



Key Features of a Workplace Culture

The values, business principles, and ethical standards that management preaches and *practices*. Remember, actions do speak louder than words.



**How are Corporate and Workplace
Cultures Different?**

Workplace Culture & Climate



- Methodical and all business
- Vibrant and fun
- Tense and harried
- Highly competitive and politicized
- Excited about the work
- Their to get a paycheck
- How do employees and leadership interact?
- Empowered creativity – open communication and teamwork
- Little discretion on how jobs are done
- Promote interacting outside of work

Workplace Culture

Strong

- A founder , or strong leader who establishes core values, principles, and practices that contributed to the company's success.
- A sincere, long standing company commitment to operating the business according to these traditions and values.

Weak

- Lacks values and principles that are consistently preached or widely shared.
- Breeds no strong employee allegiance to what the company stands for or to operating the business.
- Provide no, or little assistance in executing strategy because of a lack of tradition and history.



Changing a Workplace Culture

A true success story



Generation Z

“So much for our Workplace Culture?”

