

Strengthening the Backbone of HR Wellbeing:

How to Create Culture in Organisations

Depending on whom you ask, company culture is defined differently. For many of us, it's simply 'the way things are done around here' – something that develops over time due to common behaviours, standards, values, and beliefs within the organisation.

Did you know?

Organisations with strong company cultures see a **72%** higher employee engagement rate compared to those without.

– Source: *Workvivo, 2023*

As HR and employee experience experts, we frequently discuss the significance of creating a supportive workplace environment that encourages wellbeing. Creating a positive organisational culture is essential for HR wellbeing. It shapes the work environment, influences employee satisfaction, and drives overall success.

Here are some 'take-aways' to help quantify the true effects of organisational culture on employee performance:

- **Encourage open communication among your teams:** Create a company culture where asking for feedback is welcomed, and speaking honestly is expected. Transparency and trust are fostered by doing this.
- **Implement programs focusing on mental health and stress management:** This approach not only supports employees in challenging times but also contributes to a healthier, more productive workplace environment.
- **Individuals are seeking more balance between work and life:** Create an environment that values personal time and encourages harmony between work and family life. This improves employee wellbeing and creates teams that are more motivated and dedicated.
- **Continually acknowledging and valuing employees' accomplishments is key to creating a thriving culture:** This practice fosters a sense of appreciation and belonging amongst employees and raises overall morale.
- **Embrace diversity and promote an inclusive workplace:** This approach encourages innovation and creativity and widens perspectives. Remember, not all differences are seen!
- **Provide opportunities for ongoing learning and professional growth:** This keeps the company dynamic and competitive while also supporting employee development.
- **Check for 'HEART' Goals:** When setting organisational culture goals, ensure they are 'Holistic, Engaging, Authentic, Reflective, and Tangible'. This ensures that the goals resonate with employees and are aligned with the overall vision of the organisation.



In 2024, as you concentrate on enhancing HR wellbeing, keep in mind that the secret is to establish an atmosphere that encourages a community of development and inclusivity while supporting, acknowledging, and developing its people.