



# HRxaminer

Examining practical HR issues business owners  
and managers encounter every day

## HR Weather Report: What's The Climate of Your Work Culture?



Workplace culture is one of the most sensitive parts of the work we do as organizational leaders. In evaluating our culture (company-wide, department or team), it's important to recognize that each employee's view of their workplace culture is different. Each of us experiences the workplace from our own "lens" – from our own perspective.

So how are we expected to create the ideal culture, when that culture looks different to each of our employees?

First, remember that as a leader, you impact the culture in your every action and interaction. If you're a great supervisor, all the wonderful things you do – like having productive meetings, giving timely positive feedback, being the voice for your team – set the stage for a positive culture. On the flip side, if we manage inconsistently, miss performance reviews, forget to follow up as promised, or come to work grumpy, these actions can pull down the positive culture we're trying so hard to create.

And that's only thinking about how **our own** behaviors affect the culture. But that's the right place to start. Each of us needs to be 100% committed to exhibiting behaviors that create the positive culture we desire. And that begs the question, have you defined your ideal work culture?

Take some focused time to list (in writing, not just in your mind) how you perceive the culture, what you want the culture to be, and how you think your team would define the culture. Then ask yourself, am I describing my "fantasy" culture, is my perspective a "delusional" culture, and what is the "reality" culture?

Our job is to lead in a way that transforms our "reality" culture into our "fantasy" culture.

It starts with us. What are we specifically and intentionally doing to create that fantasy? Are we consistent in our actions? Have we discussed our cultural goals with our employees, one-on-one and in teams? Are we consistently holding people accountable to high levels of performance and setting expectations towards a productive, team and results focused workplace? Do we have an accurate understanding of the work culture our employees are experiencing?

Defining and building a magnetic workplace culture that attracts and retains the best people takes a lot of forethought, discussion, accountability and then celebration. Where are you on the continuum of creating that perfect

## Supervising Smart Series 2019

February Session: Creating Your Ideal Workplace Culture Our monthly training is the 3rd Tuesday of each month (except for September which is the 2nd Tuesday) from 10:00 am – 12:00 am at Hamline University's West End campus near the intersection of Highways 100 and 394.

The cost per session will be the same as 2018:

\$700 for 12 sessions  
\$650 for 11 sessions  
(one person or multiple attendees)  
OR  
\$70 per session.

For more information and to register [Click Here](#).

Hope to see you there!

Here's the schedule:

**2/19** Creating Your Ideal Workplace Culture

**3/19** Building Strong Teams 4/16 Relationship Building: Buddy to Boss / Boss to Boss

**5/21** Conscious Communication Skills

**6/18** Strengthening Your Organization with Active Employee Engagement

**7/16** Effective Employee Coaching and Performance Feedback

**8/20** Discipline and Documentation: A Strategic Approach

**9/10** Dealing with Difficult Employees: A Manager's Conundrum

**10/15** Resolving Workplace Conflict

**11/19** Handling Employee Terminations

culture?

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12/17 Delegation and Accountability

## About Arlene Vernon

Arlene has provided HR consulting and management training services to over 500 organizations since starting HRx, Inc. in 1992.

If you're seeking a hands-on, practical HRxpert to assist your organization with employee relations, policy development, strategic HR activities or fun/doable management training, call on Arlene – Your HRxpert.

If you're planning a conference, seminar or special event, Arlene specializes in keynotes, seminars and workshops to meet your talent management needs. And if you're seeking a more lively entertaining activity, Arlene's custom songs and musical-inspirational keynote may be perfect for your organization!

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