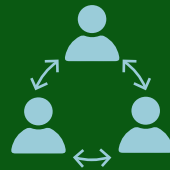# Cultural Transformation Starter Kit

ACHIEVE's Core Beliefs

Workplace culture is key to improving performance and well-being

Leaders are at their best when they work *with* their people rather than over them
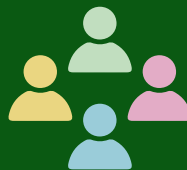
How leaders respond to conflict has a big impact

Leaders should always be learning and improving

We value our relationships with Indigenous communities

We value diverse cultures and identities

The current state of your workplace culture could be **adversely affecting overall success.** This is often manifested through:

Increased employee turnover

Reduced productivity

Elevated levels of absenteeism

Potential long-term damage to the organization's reputation

There is a pressing need to address these cultural challenges strategically, fostering a positive and inclusive work environment that not only enhances employee well-being, but also directly contributes to improved organizational performance, innovation, and sustained growth.

Without a proactive intervention to reshape workplace culture, organizations may face continued financial losses, difficulty attracting top talent, and a compromised ability to adapt to the evolving demands of the market. This ultimately jeopardizes its long-term viability and competitive standing.

The Costs of Doing Nothing

Employee Turnover

$680 Billion

Approx. cost of voluntary turnover for US businesses

Work Institute 2020 Retention Report

13x

Likelihood of disengaged employees to look for new jobs compared to engaged employees

Gallup

Healthcare Costs

50%

Increased healthcare costs in high-stress work environments

Journal of Occupational & Environmental Medicine

Recruitment

77%

Percentage of job seekers that consider a company's culture before applying for a job

Glassdoor's Mission & Culture Survey

Absenteeism

$1 Trillion

Productivity lost per year due to depression and anxiety disorders

WHO

Negative workplace experiences

↓

Increased sick leave

Journal of Applied Psychology

Innovation & Creativity

30x

Likelihood of employees to be high-performing at innovative workplaces versus non-innovative places

Deloitte

Customer Satisfaction

12%

Higher customer satisfaction at companies with satisfied employees

University of Warwick

Productivity Loss

↑ **37% Absenteeism**
↓ **18% Productivity**
↓ **15% Profitability**

Characteristics of disengaged employees vs those who are engaged

Queens School of Business, Gallup

21%

Productivity increase of a highly engaged workforce

Harvard Business Review

Legal Consequences

Harassment & Discrimination

Claims that may be filed against organizations with poor workplace culture

It's essential to note that these statistics highlight the broad impact of workplace culture on various aspects of business performance. Creating a positive and inclusive workplace culture is not only beneficial for employee well-being, but also contributes significantly to the overall success and sustainability of business.

Cultural Transformation
Checklist

☑ **Download the Cultural Transformation Starter Kit**

☐ **Take our assessment**

Complete the **Workplace Cultural Health Assessment** to learn where your organization stands. For the best results, this assessment should be done organization-wide! **Let us know** if you need any help with this step.

☐ **Talk through the results**

When you fill out the assessment, you'll get a full report on your organization's culture, along with reflection questions. Openly discuss these questions with your team.

☐ **Book a free consultation with us**
We can walk you through your assessment results and identify some helpful next steps. **Click here** to reach out!

☐ **Explore ACHIEVE's workplace culture resources**

Subscribe to our **ACHIEVE Workplace Culture Podcast** or browse our **resource library.**

Check out more of our workplace culture resources at achievecentre.com

How to Foster a Healthy Workplace Culture Cheat Sheet

1 Discuss your shared values with your team, and ask what it looks like to live them out in your work.

2 Ask people if their talents and interests are being tapped into.

3 Ensure that leaders are expressing care for the people on their teams.

4 Provide time for people to interact with each other outside of their daily tasks.

5 Assess the strengths of each team member and make them known to their colleagues.

6 Deal with conflict quickly and with care.

7 Regularly assess your workplace culture.

ACHIEVE's Core Services

We aspire to be the most trusted, accessible provider of quality training and resources on the topics of leadership, workplace culture, conflict resolution, and communication skills.

Workplace Cultural Transformation

Training

Leadership Development

Mediation

Strategic Planning

Strategic HR