



## 2. A SUPPORTIVE CULTURE PLAYS A BIG ROLE.

The building blocks of this are the earlier mentioned trust, transparency and inclusion. But there are also safety, ethical and personal growth considerations.

### Find ways to create psychological safety through building communities:

Especially in the context of the pandemic, many people felt disconnected and craved a sense of belonging and community.



Newsfeeds and social intranets can keep everyone up to speed about what's happening across the organization with an individually tailored feed that includes contributions from your employees. They can like, comment, feed back and interact with each other. StaffCircle also lets you enhance your delivery with powerful targeting and scheduling capabilities.

### Empower your employees through growth:

Great development engages and retains your best talent. Development objectives can be vital to achieving performance objectives, but they are equally important for an individual's growth and employee experience.



Certain technological tools mean that managers and employees can set specific personal development objectives and performance goals and update their progress in real-time, which HR can report on from across the organisation to feed into wider learning and development planning.

### Create a culture of help:

According to Bersin companies where people help each other are four times as likely to meet or exceed their financial targets.



The foundation of a culture of help is listening. Though it is classified as a 'super skill' through communication tools and pulse surveys companies can listen to the workforce and act on the input to address barriers. Regularly checking in with your team can have a positive impact on engagement and allow your leadership team to take an empathetic approach to managing your workforce.

The screenshot shows the StaffCircle 'SURVEYS' page. The interface includes a navigation menu on the left with options like 'Communications', 'Holidays & Absence', 'Objectives & Reviews', 'People & Groups', and 'Tasks & Worksheets'. The main content area displays a table of surveys with columns for 'TITLE', 'TYPE', 'EFFECTIVE TO', 'CREATED BY', 'CREATED ON', and 'ACTIONS'. The table lists five surveys, including 'How do you feel about home working?', 'How motivated do you feel in 2021?', 'How do you feel this week?', 'Leicester eNPS Winter Survey', and 'StaffCircle eNPS'. The user 'Petra Kalnai' is logged in as 'Senior Marketing Manager'.

TITLE	TYPE	EFFECTIVE TO	CREATED BY	CREATED ON	ACTIONS
How do you feel about home working?	Person eNPS	30 Apr 2021	Mark Seemann	17 Mar 2020 18:14	[Edit] [Delete]
How motivated do you feel in 2021?	Person eNPS	30 Apr 2021	Oliver (Ollie) Simpson	05 Jul 2019 12:47	[Edit] [Delete]
How do you feel this week?	Anonymous to Site	18 Mar 2021	Mark Seemann	18 Feb 2021 15:00	[Edit] [Delete]
Leicester eNPS Winter Survey	Person eNPS	31 Dec 2020	Mark Seemann	10 Sep 2019 10:55	[Edit] [Delete]
StaffCircle eNPS	Person eNPS	31 Jul 2019	Mark Seemann	28 Jun 2019 16:36	[Edit] [Delete]

Screen 2.