

## 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 realtime, which HR can report on from across the organisation to feed into wider learning and development planning.

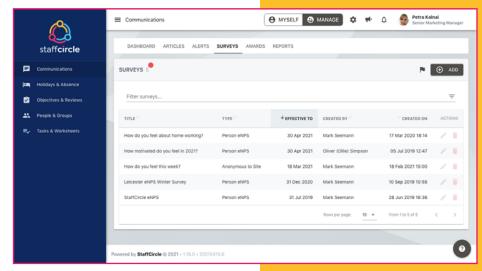


## Create a culture of help:

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.



Screen 2.