Great organisational culture – a checklist

Building a great organisational culture is key to getting the most out of your team members. This checklist is designed to help you do just that.

Establish a clear vision and set of values

A clear company vision and set of values not only informs the direction of your business, it also unifies your team and lets employees know what they're working towards and what's expected of them.

Hire for your values

If your organisational values are clearly defined, you should hire to these values. Take the time to consider the types of people you want working for you, and then do everything you can to find them – and keep them! The engagement and productivity of your team will be all the better for it.

Make sure everyone knows what they're working for

Connect individual KPIs or OKRs with the larger company vision. Employees who understand the 'why' behind the work they're doing are more likely to be motivated to make it happen.

Provide ongoing learning and development

Investing in your employees and providing ongoing opportunities to develop and upskill not only improves on-the-job output, but it also makes people feel appreciated and promotes loyalty.

Be transparent

Keep everyone up to date on important business news. Not sharing information, whether positive or negative, can lead to resentment and make people feel like they're not valued members of the team.

Ensure everyone feels like they have a voice

Everyone's opinion should matter no matter what their role. While not all ideas will be actionable, it's important people feel valued and have the opportunity to share their thoughts.

Want to learn more effective strategies to get the most out of your team? **Download** our free **Preventing Burnout in the Workplace** resource now.

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