

4 Disciplines of Best Places to Work

Cultural Factors shared among national organizations that are consistently recognized as being the best places to work

DISCIPLINE	1. Create an Intentional Culture	2. Provide a Sense of Purpose	3. Encourage Communication	4. Value & Respect Employees
FOCAL AREAS & STRATEGIES	<ul style="list-style-type: none"> ▲ Meaningful engagement practices ▲ Communicate the organization's stories ▲ Organization is true to itself 	<ul style="list-style-type: none"> ▲ Work is more than "just a job" ▲ Employees know how they contribute to the success of the business ▲ Development is a priority 	<ul style="list-style-type: none"> ▲ Open door policy & two-way communication ▲ Access to information ▲ Feedback 	<ul style="list-style-type: none"> ▲ High Trust ▲ Flexibility ▲ Foster Involvement ▲ Recognition
ALL-STAR EXAMPLE	Pets@Purina	Facebook's new employee instructions	Google's "default to open" & "TGIF" meetings	BCG Worldwide Soccer & other affiliation networks
QUESTIONS TO EXPLORE	Does the organization have a clear and consistent culture that aligns with the organization's mission, values, and strategy?	Does the organization help employees live out their purpose at work in ways that align with the organization's purpose?	Does the organization foster communication, feedback, and information-sharing?	Does the organization make people feel trusted, respected, and valued as human beings, as well as for what they contribute?
ORGANIZATIONAL SELF-AUDIT:	<ul style="list-style-type: none"> △ Strength △ Capability △ Developing 	<ul style="list-style-type: none"> △ Strength △ Capability △ Developing 	<ul style="list-style-type: none"> △ Strength △ Capability △ Developing 	<ul style="list-style-type: none"> △ Strength △ Capability △ Developing
TAKEAWAYS FOR YOUR ORGANIZATION				