



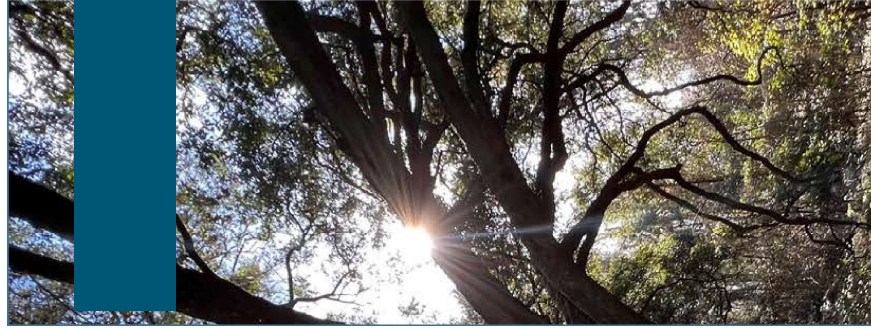
Welcome to the 2022 FRPA Conference!
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**Creating, Leading & Sustaining
a Well Culture**





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LEARNING OBJECTIVES

1. Explore the critical elements of a well culture at work, and how a culture that does not embrace these elements hurts the organization and the community you serve.
2. Discuss how to prevent, recognize, mitigate and remedy workplace concerns of excessive stress, burnout, fatigue, along with resources to consider.
3. Define and describe ways you can effectively support and advocate for a well culture within your own teams and departments, as well as your larger organization.



The Value of a Well Workplace

Attract & retain top talent
Make work fun & enjoyable
Individual/team growth & thriving
Satisfied, productive & healthy employees
Huge impact on community & beyond



Total Well Being

Physical, social, financial, intellectual, environmental, emotional, spiritual, occupational wellness

Health along the continuum:

Prevention, health promotion, disease management

Purpose in work; belonging; safety

Reaching full potential (THRIVING)



Emphasis on Sound Body & Mind

1 in 5 adults (AND 1 in 5 children) have a mental health condition

Leading cause of disability, absenteeism & loss of productivity

2019, suicide was 2nd leading cause of death ages 10-34 years

Anxiety, depression & substance abuse are most common



Work Related Stressors

Salary

Workload

Lack of opportunities

Work that is no longer engaging or challenging

Lack of social support

Little control

Conflicting demands

Unclear expectations



“Outside of Work” Stressors

Home environment
Personal relationships
Family dynamics
Illness
Caregiving responsibilities
Finances
Mental health
Physical health
Our own internal voices of fear & doubt



Impact of Unmanaged Stressors in the Workplace

Impaired health (total)
Burnout
Poor performance/customer service
Toxic teams & environment
Loss of morale
High absenteeism
Low productivity
Bad press
High turnover



Stress as a tool to Reach Potential

Potential for business performance:

- Pushing past limits
- Challenges that promote growth & success
- Higher engagement
- Higher performing teams
- Employee & customer loyalty



Recognizing Burnout

- Chronic fatigue +/- or pain
- Physical symptoms-headaches, digestive issues,
- Higher frequency of illness
- Poor performance
- Forgetful
- Isolated
- Anger
- Detachment/apathy
- Loss of enjoyment



Recognition & Connection: How Can I Help?

Ask the question

Respect privacy & boundaries

Express concerns

Listen & withhold judgment

Be supportive

Connect to resources



High Engagement at Work

Passion & purpose

Committed to organization & community

Disengaged employees trade time for money,
are checked out AND will destroy morale if
you allow them to



Driving Engagement at Work

Meaningful work

Autonomy

Psychological safety

Strong teams

Down time (FUN)

Growth opportunities



Driving Engagement at Work

Trust in management

Positive work environment

Remaining competitive in the marketplace



5 Languages of Appreciation

Words of Affirmation

Quality Time

Acts of Service

Tangible Gifts

Physical Touch



5 Dysfunctions of a Team

Trust

Conflict

Commitment

Accountability

Results



Leadership Role in Well Culture

Share the vision
Support the vision (culture, policies)
Serve as a role model
Hold employees accountable
Engage your leaders
Spend time hiring
Innovation
Monitor & celebrate success



Evolution of Focus on the Employee

What do
employees
need to work?

What do
employees
need to
work better
& faster?

How do we
motivate
employees to
perform
better?

How do we
create an
organization
where people
want to show
up & do their
best work?



Recruitment & Retention

Organizational belief that your people are the most important investment

Employee centric & customer centric

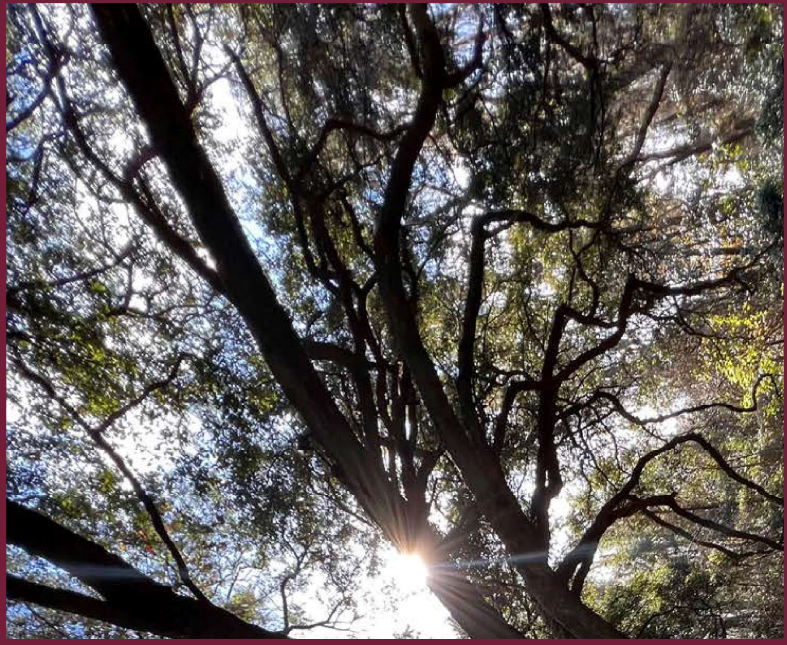
Thinking beyond the traditional benefits & perks



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Thank You!

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