CultureMark

Keep a Pulse on Culture Workshop: Idea Jam Takeaways

Idea Jam Topic: What is one way to keep a pulse on company culture?

- Tune into company all hands meetings to stay updated.

- Host open forums on topics for employees to share their thoughts.

- Hold "Ask me anything" (AMA) sessions.

- Share feedback or insights from your team related to culture with leadership.

- Ask employees to share the real talk - how are they really doing.

- Make time to casually check in on your teammates.

- Active listening.

- Constant, transparent communication with your team.

- Ask your manager what's top of mind for them.

- Slack pulse surveys.

- Be a creator and track responses.

- Monthly culture challenges (i.e., Hackathon).

- Suggestion box.

- Employee surveys.

- Quick poll in Slack to check in.

- Ask what your culture is and how to embody it.

- Employee surveys and interviews.

- Pay attention to the behaviors and interactions of employees.

- Monthly all-team coffee chats.

- Honest communication.

- Ask employees to write a word on a post it note then add to wall.

- Employee experience dashboard.

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Idea Jam Topic: What is one way to keep a pulse on company culture?

- Simply call a teammate to check in on them.

- Listen to feedback of new employees.

- Keep the communication open with employees.

- Have the leaders demonstrate vulnerability.

- Pulse check surveys.

- Focus groups.

- Managers ask team members in team meetings.

- A daily pop-up question.

- Open door policy for inviting conversations.

- Use an app called 15Five that asks employees stuff like: On a scale of 1-5 how do you feel right now?

- Culture thermometer.

- Monthly coffee chats with employees both with and without direct management.

- Interactive Town Halls with an open mic.

- Enable high quality conversations.

- Post a question on a blackboard for drop-by participation.

- 360 team feedback.

- Engagement Olympics.

- Lunch chats.

- 1:1 meetings.