

## Craft Your Culture Workshop: Idea Jam Takeaways

*Idea Jam Topic: What is one thing your company does that makes a mark on culture?*

- Send candidates a virtual background they can use for their interview.
- Have employees close out company/team meetings by sharing a talent.
- Send new hires a welcome video from the team before they start.
- Start team meetings with a high, low and buffalo (buffalo is a random occurrence).
- Host a company all hands meetings with different employee speakers every two weeks.
- Let people know it's okay not to be okay.
- Encourage employees to take a random self-care day.
- Invite families or pets to join team meetings once a month to get to know each other on a personal level.
- Start meetings with a gratitude.
- Give employees one day a month to focus on something outside of their day job.
- Listen to employees and build tailor made program based on their input.
- Focus on psychological safety, allowing everyone to come forward with ideas and options in a safe space.
- Have a resource group provide a lesson at a company all hands.
- Celebrate achievements at an annual party.
- Host Wellness Fridays once a month & innovation quest once a year.
- Give access to all levels of individuals in the organization.
- Share stories of culture in action in team newsletters.
- Provide two mental health days off for all employees to step away and recharge.

## Craft Your Culture Workshop: Idea Jam Takeaways

*Idea Jam Topic: What is one thing your company does that makes a mark on culture?*

- Provide programs during the workday outside the scope of work like cooking classes, museum tours, etc.
- Have a community-based volunteer program where you can take volunteer time off to participate in events and later earn a day off for giving back to the community.
- Schedule lunchtime learning sessions hosted by ERGs.
- Allow one hour a week for continuous learning.
- Give small quarterly gifts to spark joy.
- Start meetings with a minute of mindfulness.
- Give shoutout for people's best work.
- Allows access to senior leadership and host fireside chats with exec team.
- Facilitate an environment that welcomes everyone every day.
- Have an open office environment to interact in person and virtually have cameras on.
- Plan community outreach efforts.
- Do icebreakers at team meetings.
- Lead a full day orientation program for all new employees.
- Have a hygge session every week.
- Encourage light days after major events.
- Do your best to make employees feel heard.
- Have individual & leadership principles focused on respect and integrity.
- Provide years of service badges for associates to put on their vests.
- Host monthly heritage celebrations.

## Craft Your Culture Workshop: Idea Jam Takeaways

*Idea Jam Topic: What is one thing your company does that makes a mark on culture?*

- Always have transparent communication.
- Be rooted in servant leadership.
- Have leadership own up to mistakes.
- Host employee appreciation week.
- Encourage folks to use their vacation time.
- Have an 'it's okay not to know' culture that supports team learning.
- Leadership rotation in meetings.
- Host monthly talking in circles sessions featuring a video, article etc. that focuses on relevant topics.
- Send swag with your company to new hires to welcome them to the company.
- Host an annual company party to celebrate the start of our busy season.
- Have virtual happy hour with no work talk allowed.
- Celebrate personal milestones - birthdays, farewells, promotions, wedding, babies etc.
- Send group greeting cards to celebrate milestones.
- Send teammates gratitude and thank you notes.
- Offer a company shutdown to recharge and encourages wellness.
- Allow for people to be heard.
- Offer 100% benefits paid for, if possible.
- Put employees first.
- Always treat people equally.