Executive Summary

Regardless of size, location, or industry, every company wants to have a competitive advantage over others in the marketplace. Despite this desire, many businesses don’t focus on what would truly set them apart: creating the conditions for both organizational and employee wellbeing to thrive. When a company and its employees are thriving, everyone wins.

What many organizations do to improve performance and employee engagement fails long term because it is mismatched with the culture. Too often companies try to support employee wellbeing by offering outdated, ineffective workplace wellness programs that amount to nothing but a drain on resources and time. Organizations greatly increase their chances for success when they focus on creating a thriving workplace culture.

“How to Build a Thriving Culture at Work” explores:

- **The current state of culture in many organizations** — In most businesses, attempts to improve performance and health are based on outdated, flawed scientific paradigms of human behavior and motivation. These antiquated approaches, which typically rely on extrinsic motivation, simply do not work.

- **The benefits of embracing a new, sustainable wellbeing model** — Enlightened companies build and maintain culture by creating the conditions that support employees’ ability to leverage better thinking. By nurturing autonomy, mastery of skills and purpose — recruitment, retention and performance improve and employees are freed, fueled, and inspired to bring their best selves to work.

The 7 Points of Transformation — an overview:

Moving beyond outdated, flawed paradigms to a new, science-based, sustainable model recognizes that culture change is a JOURNEY, not a destination and that lasting change happens from the inside out, not from the outside in. The 7 Points of Transformation is a blueprint for creating thriving workplace cultures using the analogy of building a structurally sound and esthetically pleasing house. If you take shortcuts, skip important steps or use outdated materials, the house will not withstand the tests of time. This same logic holds true for creating the conditions for organizational and employee wellbeing to thrive.
The 7 Points of Transformation offer a fresh solution to a longstanding business problem: How to create thriving organizational and employee wellbeing that withstands the tests of time and the ravages of change. It is a step-by-step guide for CEOs, organizational leaders, human resources and wellness professionals who want their companies to be the best they can possibly be, regardless of their current status.

Ward and Robison — each with more than 20 years of experience — are pioneers in the field of 21st century organizational development and employee wellbeing. In addition to co-authoring this book, the two have formed Salveo Partners, LLC, to help organizations build thriving workplace cultures through a fusion of organizational development and employee wellbeing. To learn more about Ward, Robison, and Salveo Partners, please visit: SalveoPartners.com.