

# “How to Build a Thriving Culture at Work, Featuring The 7 Points of Transformation”

By Rosie Ward and Jon Robison

## 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 Too often companies try to support employee wellbeing by offering outdated, ineffective workplace wellness programs that amount to nothing but a drain on resources and time.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state of culture in many organizations** — In most businesses, attempts to improve performance and health are based on outdated, flawed scientific paradigms of human behavior and motivation.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Moving beyond outdated, flawed paradigms to a new, science-based, sustainable model recognizes that culture change is a JOURNEY, not a destination and that lasting change happens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 If you take shortcuts, skip important steps or use outdated materials, the house will not withstand the tests of time.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 for Organizational Development and Employee Wellbeing



*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 21<sup>st</sup> 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](http://SalveoPartners.com).

- **Transformation Point #1: Survey the Land** (*Data Collection & Analysis*) Embracing the New Paradigm requires a different approach to data review and utilization. Doing this well provides insight on the current state of both organizational and employee wellbeing and guides your transformation efforts.
- **Transformation Point #2: Create the Blueprint** (*Strategic and Annual Planning*) People only support what they have helped to create. Therefore, effective planning involves as many people as possible to clarify the core values and desired culture.
- **Transformation Point #3: Pour a Solid Foundation** (*Develop Quality Leaders*) People quit bosses more than their company, so quality leadership development is essential. It starts with leaders becoming more self-aware and developing better thinking skills so they can foster quality relationships and grow the organization.
- **Transformation Point #4: Frame the House** (*Create a Supportive Climate*) Climate is the manifestation of culture and includes observable actions, communication, policies, etc. It is essential to create a climate that supports employee growth and development and embeds wellbeing as part of day-to-day business.
- **Transformation Point #5: Wire the House** (*Rethink Change*) “How can I get my employees to work harder, be safer, participate, be healthier, etc.?” are the wrong questions for organizations to ask. The correct question is, “How can we create the conditions within which people will motivate themselves?”
- **Transformation Point #6: Decorate the House** (*Deploy QUALITY, Evidence-Based Programs and Resources*) Effectively supporting employee wellbeing requires moving away from 4P (*pry, poke, prod and punish*) “wellness or else” programs to quality, evidence-based approaches done for rather than to employees.
- **Transformation Point #7: Maintain the House** (*Continuous Quality Improvement*) Culture and wellbeing are moving targets, so it’s important to approach evaluation in a manner that supports ongoing growth and improvement.