6 Tips for a Relationship-Centric Approach for Improved Company Culture and Employee Engagement

A guide to creating a Positive Workplace Environment

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INTRODUCTION

Hello, I'm Ingrid.

I'm a Culture and Leadership Coach with over two decades of experience as a leader and a coach. I help leaders go from wanting to get the best out of their people and keep talented people for longer, to a workplace where everyone wants to be. To a workplace where everyone has the sense of belonging, sense of connection and clarity of their contribution to the company's purpose. I help leaders using individualised, powerful and experiential coaching and training programs. The result is a positive, healthy and high performing organisation. Everyone feels good.

When people do not feel good in an organisation, that is where I come in. I help individual leaders and teams with underperforming and unsatisfied employees to improve their culture. While others offer band-aids, I provide immediate, lasting solutions by seeing organisations as human systems, not machines.

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For organisations to stay competitive in a fast-paced global economy, human relationships need to shift from being on the periphery of corporate culture strategy to taking a central role. When considering ways to positively shape your workplace culture and improve employee engagement through a relationship-centric approach, consider the following tips:

1. Company's purpose, values and mission:

Ensure that the company's purpose, values and mission statement are clear for everyone and that they line up with the employee's ones. Ensure that they reflect the importance of relationships and connections within the workplace. Conduct regular check-in meetings to gauge employee satisfaction and engagement, and take action based on the results.

2. Leaders can show the importance of strong interpersonal relationships and emphasize the importance of positive connections within the organization.

Invest in leadership development programs that teach leaders how to lead with empathy, build trust, and create strong connections with their teams.

3. Effective communication and feedback:

Promote open and transparent communication at all levels. Establish feedback loops to collect input from employees on their relationships within the organization. Use this feedback to make improvements. Encourage regular feedback sessions, one-on-one meetings, and active listening.

4. Cross-functional groups:

Create mentorship programs that pair experienced employees with newcomers to facilitate knowledge sharing and relationship building. Encourage collaboration between different departments and teams, breaking down silos and fostering a sense of unity. Support the formation of groups based on shared interests, backgrounds, or goals, allowing employees to connect over common values.

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5. Embrace diversity and inclusion:
   Create a culture that celebrates diversity and inclusion, where all employees feel they belong and are heard; feel they can make mistakes and be their authentic self.

6. Flexible Work Arrangements:
   Consider flexible work arrangements that allow employees to balance their personal and professional lives more effectively.

A relationship-centric approach can significantly impact your organisation's culture and employee engagement. By prioritising connections and investing in the well-being of your employees, you can create a more positive, productive, and engaged workplace.

People who feel good, Perform better

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