Building Team Culture

People managers are the key drivers to build strong and positive workplaces by listening to employees, holding workers and leaders accountable for their actions, setting expectations and clarifying information. When an organization has a strong culture, three things happen: Employees know how top management wants them to respond to any situation, employees believe that the expected response is the proper one, and employees know that they will be rewarded for demonstrating the organization's values.

So how do you build that team culture?

Be humble

Listen, understand, and apologize.
Never overpower or undermine.

Be honest

Celebrate each other's wins and talk about our failures.

Instill trust

Humility and honesty lead to trust.

Create a safe space

Work to build an environment where people feel they can share without worry that it will be taken personally.

Have fun

The team that plays together, stays together! Create opportunities to have fun as a team.

Culture is the personality of an organization, or the environment, or the unspoken rules, or the "feel" of a place.

Just as different companies have different personalities, so do teams.
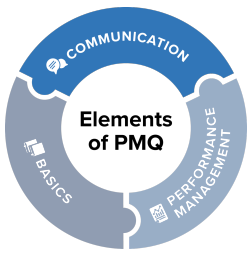
How can I engage my team?

Be empathetic — Accept that there's more to your people than you probably know. They'll share when they're ready and think you're worthy.

Set expectations — Share your core values and who you'll be as a leader.

Empower your people — Let your people work their magic. Give them stretch assignments and offer guidance when trying new things.

Create a vision — Involve your people in creating the dream. They'll be vested and have more at stake if they helped create it.

Encourage input and feedback — Create safe words or phrases to set the stage…"What do you think?".

Lead by example — Walk the talk. The things you start will not work unless you're willing to live them.

Celebrate — Let no good deed go unnoticed. Celebrate failures as great opportunities to learn. And remember to say "thank you", but be specific. It's one thing to say "thank you", but quite another to say "thank you for staying late last night to work on that project. Your analysis provided some new solutions for us to consider."