

# Bring HUMANITY to Workplace

The pandemic has impacted to the extent that requires all of us to reconsider our business purpose, our vision, and how intentionally to spend our time and energies.

In the recent past the future of work have been talked about for quite some time.

The light-speed technological evolution and a rapidly evolving global economy, suddenly impacted by a global pandemic and a worldwide response to racial and social justice, the “future of work” is pushed to now, it’s here.



We're *humans*

We are humans first and the challenge to move workforce not just to survive but to thrive, needs the focus shifted to human-factors in every sense to reach the desired outcomes of a task. Success of organizations is dependent on a human friendly environment and facilitating team-members experience that they love most.

You need to create the organizational competitive edge based on the strengths of humans that is more forceful and effective.

Withstanding the present time challenges, an organization has no choice but to become distinctively social and human at its core with a different approach for every question, every issue, and every decision from an angle of HUMAN FIRST.

It starts with the following;

1. Build high performing team
2. Listen to team-members
3. Help team-members in re-skilling and up-skilling for the job
4. Support team to build confidence for interdependence & cohesion

The factors that matter most in the process are noted following;

- a) Helping team-members to acquire unique mix of skills
- b) Creating team with diverse backgrounds
- c) Satisfying the development needs of team
- d) Creating environment that support team-members to be purpose-driven
- e) Experimenting for doing job-well
- f) Providing clarity of career path for advancement and growth
- g) Helping team-members to align their values with larger purpose

AN ORGANIZATION BECOMING DISTINCTLY HUMAN AT ITS CORE—A DIFFERENT WAY OF BEING THAT APPROACHES EVERY QUESTION, EVERY ISSUE, AND EVERY DECISION FROM A HUMAN ANGLE FIRST.

three pillars - employee engagement, performance, and development - are inextricably tied together. It's a proven, uncomplicated relationship that has been the cornerstone to [our customers' innovation, customer satisfaction, and profitability](#)

The most successful business leaders put their culture first. We have seen it first hand in the companies we work with. These companies understand that their competitive advantage is their employees: people with unique skills, diverse backgrounds and needs. Before anything else, they focus on creating an experience and environment that supports employees to be purpose-driven, do their job well, and have a clear path for career development and growth. They recognise not just the power of humanity at work - but what it means to focus on the humanity of that work. At Culture Amp, we help those companies take a data-driven, three-pronged approach to building an employee experience that people love.

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## 1. Listen to your employees

Episodic surveys and listening tours after something big, like a global pandemic or big company merger, isn't enough. Organizations with the most engaged employees have a proactive, multimodal, science-backed approach to understand how their people feel. They leverage follow-on insights and tools *(and executive sponsorship)* to implement meaningful action that creates real change.

## 2. Build high-performing teams

Performance development is more than a process. It's ongoing feedback: conversations and inclusive coaching built right into your flow of work and seamlessly connected to the applications and devices that your employees use most. It's bringing decades of research into

This last year, definitely a year for the history books, has spurred us to consider our purpose, our vision, and how we are intentionally spending our time and energy.

We've long talked about the future of work. Well - after decades of light-speed technological evolution and a rapidly evolving global economy, suddenly underscored by a global pandemic and a worldwide response to racial and social justice - the 'future of work' is here. It's now.

So what do we, as business leaders, do? How can we lean into this next epoch so that our business and our workforces not just survive, but flourish?

Performance development is more than a process. It's ongoing feedback: conversations and inclusive coaching built right into your flow of work and seamlessly connected to the applications and devices that your employees use most. It's bringing decades of research into how to build psychological safety, and into focusing not just on performance management, but on how to lean into the development of that performance.

### 3. Develop your people

In driving employee experience, we need to focus on driving the capability of your managers and leaders to have the right conversations at every level. In this globally-dispersed, always-on world of work, your people - especially your managers - must have access to just-in-time learning and development to help them identify, learn, and practice the skills that will make them more impactful, and better performers and leaders. They don't just need knowledge - they need an overarching framework that changes the way they behave for the better, and that draws on the data available not just in your company but in thousands of others like yours.

We know that these three pillars - employee engagement, performance, and development - are inextricably tied together. It's a proven, uncomplicated relationship that has been the cornerstone to [our customers' innovation, customer satisfaction, and profitability](#).

And now, we're doubling down on it. Starting today, with the launch of our new brand, we're offering our guided 1-on-1s tool to every Culture Amp customer. Research shows that employees who regularly participate in 1-on-1s have a 33% higher engagement score and are more likely to have a sense of belonging at their organization. With this quick lever to improve motivation, performance, and employee retention, those with our Engagement solution can now empower their managers to have more meaningful conversations and motivate their employees.

*If you're a Culture Amp Engagement Customer, reach out to [support@cultureamp.com](mailto:support@cultureamp.com) to get started with 1-on-1s at no extra charge.*