# 8 enablers
## of positive workplace culture

### 1) TRANSLATE VISION AND VALUES INTO ACTION

The organisation's visions and values are translated into clear, tangible and actionable behaviours that are understood by leaders and workers and ensures that these are enacted in day-to-day practice.

### 2) RECRUIT, TRAIN AND SUPPORT PEOPLE LEADERS

People leaders are recruited for their ability to lead teams well and their organisation continues to ensure they are equipped to lead and enable a positive working environment by addressing both interpersonal relationships and work-related factors.

### 3) ESTABLISH NETWORKS FOR WORKERS

Employee-led networks are established and supported by the organisation to enable workers to build relationships across the business with peers and to enable the safe provision of feedback to management.

### 4) DESIGN AND MANAGE WORK WELL

Work is designed, managed, organised and resourced in a way that is healthy and safe for workers and is conducive to a positive working environment.
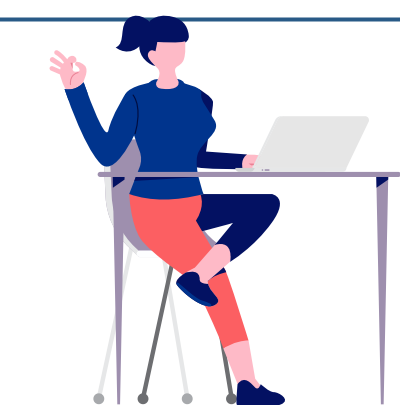
### 5) CREATE MULTIPLE WAYS FOR WORKERS TO SPEAK UP AND RAISE ISSUES

There are multiple two-way mechanisms for employees to speak up and raise issues relating to culture, relationships, and work, and for the organisation to respond in confidence.

### 6) MONITOR AND PULSE CHECK

The organisation has established indicators of culture and mechanisms for gathering feedback. The organisation actively monitors and reports on these. The organisation eliminates bias and discrimination from all policies and practices,

### 7) ENABLE ORGANISATIONAL LEARNING

The organisation enables an environment in which people feel able to share their experiences and perspectives so that it can learn about what does and does not work to create a positive workplace culture in their context.

### 8) CONTINUOUSLY IMPROVE

The organisation harnesses its learnings about what is and is not working to create positive workplace culture and uses this to inform how it may enable sustained change and improvement.