eBook

The two non-negotiables in creating an Inspiring Workplace?

Professional insights from the top EX influencers

IW

INSPIRING WORKPLACES

THE ENGAGEMENT 101

Introduction

In a world where the lines between work and life are increasingly blurred, the importance of creating an inspiring workplace has never been more evident. The traditional nine-to-five job is evolving, and with it, our expectations of what a workplace should be. No longer is a sterile, uninspiring office space sufficient to attract and retain top talent. Today's employees crave more than just a paycheck; they seek meaning, purpose, and a sense of belonging in their work environments.

In this eBook, we will delve into the essential elements that make a workplace truly inspiring. We will explore the two non-negotiables that every organization, regardless of its size or industry, must prioritize to foster a culture of inspiration, innovation, and excellence.

We asked our Top Engagement 101 influencers...

The two non-negotiables in creating an Inspiring Workplace?

Our Contributors

- Faroshia Ashley, Executive Coach | Trainer | Management Consultant, EmoWorks
- Sheree Atcheson, Group Vice President Diversity and Inclusion, Valtech
- David Beeney, Founder and CEO, Breaking the Silence
- Emma Bridger, Managing Director at People Lab & Co-Founder at The EX Space
- Gifty Enright, CEO, Author, Keynote Speaker Coach, BUSINESSSCOPE CONSULTANCY LTD
- Gregory F.Simpson, Managing Director, Employee Experience, Agent In Engagement
- Anne Futon, Founder and CEO, Fuel50
- Francesca Gino, Professor of Business Administration, Harvard Business School
- Lance Haun, Vice President, Market Insights, The Starr Conspiracy
- Gethin Nadin, Chief Innovation Officer, Benefex
- Sesil Pir, Founder and Board Member, SESIL PIR Consulting
- Eugenio Pirri, Chief Executive Officer, Dorchester Collection
- Marcel Schwantes, Keynote Speaker and Leadership Coach
- Dan Sodergren, Keynote and TedxTalk speaker on the future of work. Expert / guest on national TV / radio and podcasts
- Perry Timms, Founder and Chief Energy Officer, People & Transformational HR Ltd
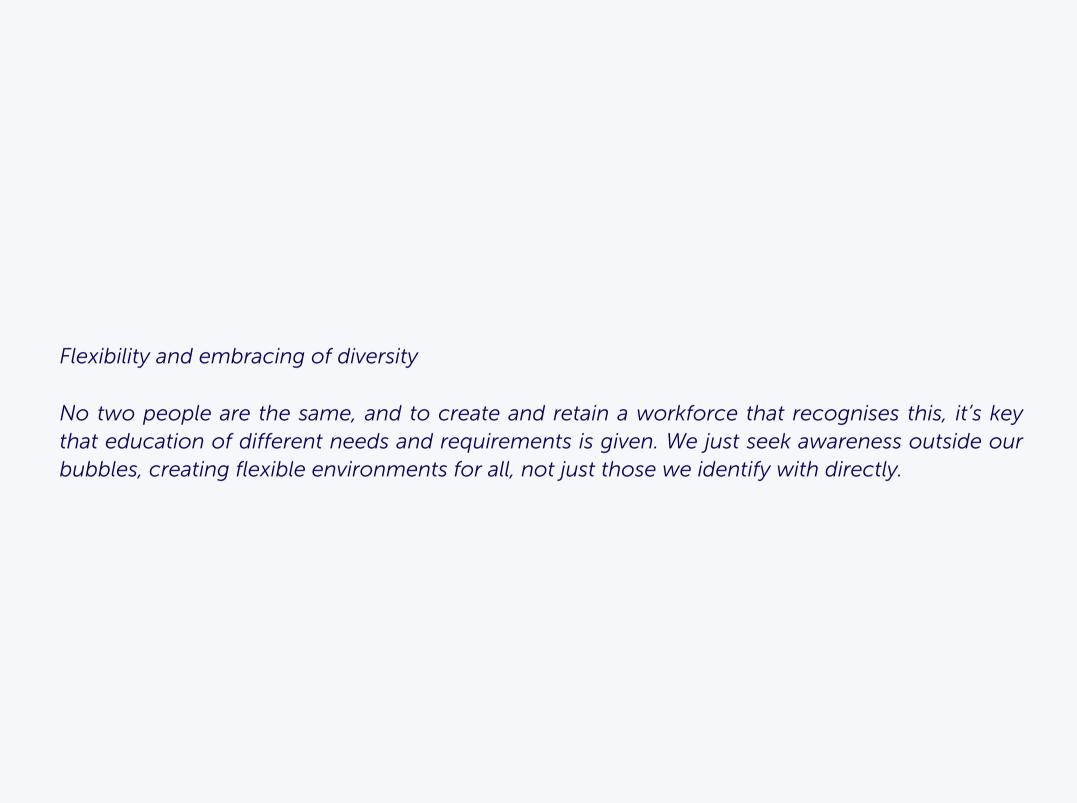- Sean Trainor, Founding Partner, SalientKSA

Trust & Autonomy.

If there's no trust there'll be no growth. Without autonomy people stay dependent and you miss opportunities for innovation, risk-taking and development.

IW
INSPIRING WORKPLACES
THE ENGAGEMENT 101

Sheree Atcheson

Group Vice President Diversity and Inclusion

Valtech

Flexibility and embracing of diversity

No two people are the same, and to create and retain a workforce that recognises this, it's key that education of different needs and requirements is given. We just seek awareness outside our bubbles, creating flexible environments for all, not just those we identify with directly.

IW

INSPIRING WORKPLACES

THE ENGAGEMENT 101

David Beeney

Founder and CEO

Breaking the Silence

Kind Managers and Kind Senior Leaders

Every line manager has to be trained on the value to the business of being kind, empathic and authentic. You can work for an awesome business with a fabulous culture but if your line manager does not display those traits and values, you will not be inspired to flourish in the workplace. Recent surveys indicate that nearly 70% of employees said their manager had the same impact on their mental health as their partner so they play a hugely critical role in how you feel about yourself at work. Only kind managers unlock the true potential of their people and create extra-ordinary results for their business.

The inspiration and kindness culture must emanate from the very top of the business. Still too many senior leaders see 'kindness at work' as a fluffy subject and are ticking a box when it comes to their overall approach to employee wellbeing. They believe by having a team of unsupported Mental Health First Aiders and an EAP that is rarely used they are doing enough. Senior leaders need to role model healthy behaviour and inspire their employees by sharing their own vulnerability. They also need to make wellbeing a strategic priority and invest in regular ongoing training for all line managers to maintain a healthy energised culture and inspired workplace.

IW

Emma Bridger

Managing Director

People Lab

People Centric & Genuine and Authentic

First up an inspiring workplace must be people centric. A workplace that doesn't put it's people front and centre of what they do is going to struggle, let alone be in anyway inspiring.

And secondly, building on the first point, an inspiring workplace makes the effort to really know and understand the people that work there. This has to be genuine and authentic, I'm talking way more than a few pulse surveys and some token focus groups. An inspiring workplace knows that the people that work there are the consumers of the workplace. And that to build an inspiring workplace involves seeking to understand what this means to the people that work there. There is no 'one size fits all' when it comes to an inspiring workplace, one person's inspiration is another person's nightmare! So steer clear of gimmicks and fads and take the time genuinely understand your people and what matters to them.

Gifty Enright
CEO, Author, Keynote Speaker Coach
BUSINESSSCOPE CONSULTANCY LTD

Positive and Inclusive Culture & Work Life Balance

For a workplace to be inspiring employees need to feel safe, motivated and engaged so that they can thrive. Below are the two key factors:
- *Fostering a positive and inclusive culture that values and supports employees,*
- *Promoting work-life balance by offering flexibility and opportunities for growth.*

Supportive Culture & Opportunities for Development

Creating an inspiring workplace involves various elements that contribute to a positive and motivating environment for employees. Among these elements, there are two non-negotiables that are crucial in creating an inspiring workplace: a supportive culture and opportunities for growth and development.

Firstly, a supportive culture is essential in fostering an inspiring workplace. This includes an environment where employees feel valued, respected, and included. A supportive culture promotes open communication, collaboration, and teamwork. It encourages diversity, equity, and inclusion, where employees from all backgrounds feel welcomed and able to contribute their unique perspectives and talents. It also recognizes and rewards employees' achievements and encourages a healthy work-life balance.

Secondly, opportunities for growth and development are vital in creating an inspiring workplace. Employees should have access to opportunities that allow them to learn, grow, and advance their careers. This includes offering training programs, mentoring, and coaching, as well as providing clear pathways for career progression. Opportunities for skill-building, challenging projects, and continuous learning not only enhance employees' capabilities but also increase their engagement, motivation, and job satisfaction.

In summary, a supportive culture and opportunities for growth and development are inalienable in creating an inspiring workplace. A positive work culture that values diversity and inclusion, and provides ample opportunities for learning and growth, can foster an environment where employees are motivated, engaged, and inspired to do their best work. Organizations should prioritize these elements to create an inspiring workplace that nurtures employee well-being, encourages innovation, and drives organizational success.

INSPIRING WORKPLACES
THE ENGAGEMENT 101

Francesca Gino
Professor of Business Administration
Harvard Business School

Purpose & Positive Culture

The two non-negotiables in creating an inspiring workplace are a sense of purpose and a positive culture. A clear sense of purpose provides employees with a reason to come to work every day and gives them a sense of fulfillment in their work.

Additionally, a positive culture fosters collaboration, communication, and mutual respect among employees, which leads to increased engagement and better overall performance.

IW
INSPIRING WORKPLACES
THE ENGAGEMENT 101

Lance Haun
Vice President, Market Insights
The Starr Conspiracy

Genuine Care and Agility

The first is you have to actually care about creating a better employee experience. If you virtue signal instead of doing the hard work that's needed, everyone is going to see through that. We have more informed consumers and employees than ever before, and they'll spread the word if you're focused more on words than actions.

The second is that you will have to be flexible and constant change is a reality. Get comfortable with the natural discomfort of that change because your employees' needs and what they desire from an inspiring workplace are constantly shifting.

Gethin Nadin
Chief Innovation Officer
Benefex

Employee Centric and Wellbeing Focussed

Firstly, we must design our workplaces with the employee at the centre. A well-designed HR strategy that caters to the needs of the employee is now widely considered a better investment and one that will create long term, sustainable value. So, we see our people as a primary stakeholder and an investment, not a cost. Where we value the creativity, adaptability, and innovation of people. To this we need a focus on culture to be a primary goal, which means ensuring our organisations have a laser focus on wellbeing, fairness, purpose, and equity.

Secondly, we need to double down on wellbeing. The evidence that shows just how important a healthy and happy workforce is to not just sustaining operations but driving every core measure of organisational success (profit, productivity, innovation, shareholder return etc). If any employer is to have the best chance at success in the future, they must make employee wellbeing a board priority.

IW
INSPIRING WORKPLACES
THE ENGAGEMENT 101

Sesil Pir

Founder and Board Member

SESIL PIR Consulting

Designed People Experience and Good Leadership

The purposeful design of experience, requires us to listen to people with the intent to understand and co-create and; from there to attend to their needs on a constant basis.

A leadership experience that offers the activation of core human attributes such as purpose, courage, wonder, and compassion; as a result, active contribution to the creation of positive environments and climates.

The Inspiring Workplaces Awards. Recognizing people-first organizations across the globe.

Download the entry pack

Employee Listening and & Understanding your Workforce

Employee listening is key and then taking actions on what you have heard – even if that means letting people know that a change cannot happen and why.

Also, understanding who your workforce is and what is important to them if vital to achieve your companies vision. If there is no alignment, achieving results may be elusive!

Marcel Schwantes
Keynote Speaker and Leadership Coach

Psychological safety and trust

Psychological safety: Research on psychological safety by Amy Edmondson is quite telling. When leaders foster a culture of safety, where workers are free to speak up, experiment, give feedback, and ask for help, it leads to better performance outcomes. On the flip side, when psychological safety is absent, fear is present. And fear is detrimental to achieving a company's full potential. We just can't be engaged or innovative when we are afraid.

Trust: So many research findings state that trust is an issue the higher up the chain you go, which directly impacts retention and engagement. Employees who don't trust their managers struggle to build connections; they also struggle to commit to the company's mission and are more likely to "quiet quit" or just quit altogether.

Psychological safety and Diversity and Inclusion

The In creating an Inspiring Workplace, the two non-negotiables are psychological safety and diversity and inclusion. Psychological safety is the foundation for a thriving work environment. Employees need to feel comfortable sharing their ideas, asking questions, and expressing concerns without fear of retribution. This fosters a culture of innovation, learning, and collaboration, which is crucial for success in today's fast-paced business landscape.
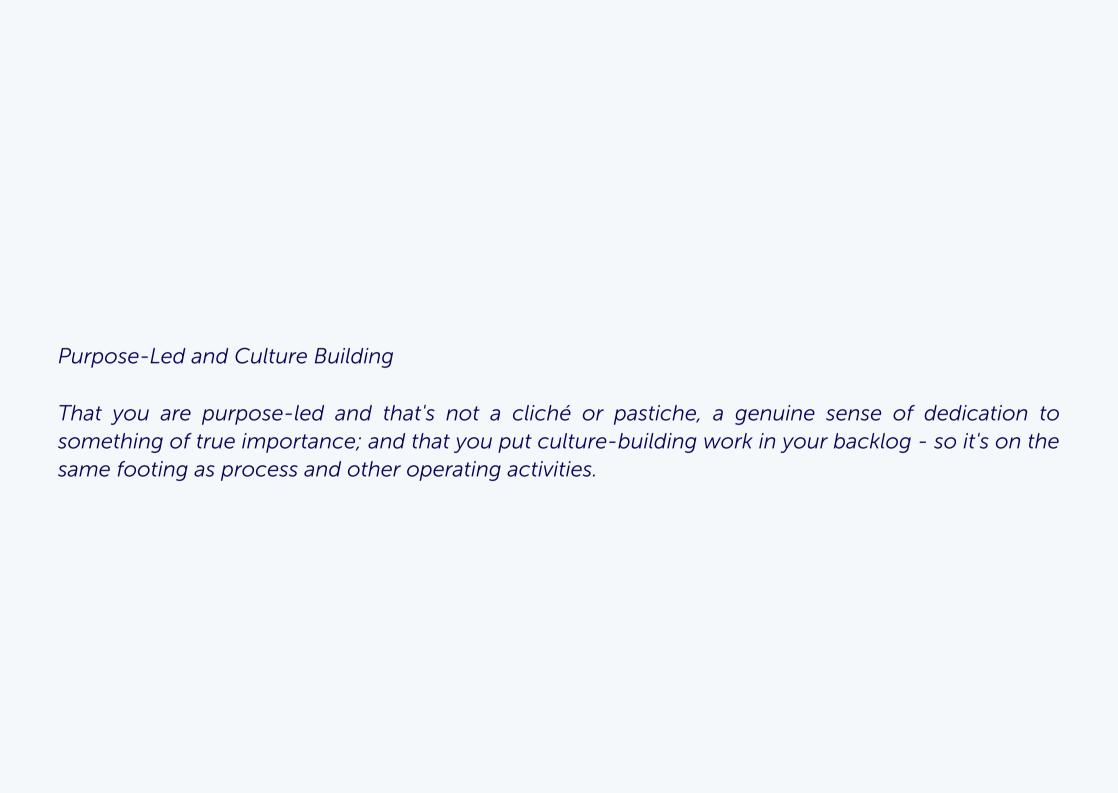
Diversity and inclusion are equally important. A diverse workforce brings different perspectives, experiences, and ideas, which leads to better decision-making and problem-solving. Inclusion ensures that everyone feels valued, respected, and supported, regardless of their background, identity, or beliefs. Together, psychological safety and diversity and inclusion create an environment where employees can thrive, unlock their full potential, and drive the organization forward.

Perry Timms

Founder and Chief Energy Officer

People & Transformational HR Ltd

Purpose-Led and Culture Building

That you are purpose-led and that's not a cliché or pastiche, a genuine sense of dedication to something of true importance; and that you put culture-building work in your backlog - so it's on the same footing as process and other operating activities.

IW

INSPIRING WORKPLACES

THE ENGAGEMENT 101

Sean Trainor
Founding Partner
SalientKSA

Purpose and Psychological Safety

Creating a workplace culture that is inclusive, purpose-driven, and psychologically safe is essential for inspiring employees. Organizations need to define and communicate their purpose clearly to ensure that all team members understand their role in achieving the company's goals.

Psychological safety is also vital, as it provides a safe space for team members to voice their ideas, opinions, and concerns without fear of retaliation. When employees feel valued and heard, they are more likely to contribute to the organization's success.

JOIN THE INSPIRE HUB

A forum for you to learn, grow & connect with each other directly

JOIN FOR FREE

After years of being connected by a shared purpose 'to change the world through the world of work', you now can...

- Connect directly without the need of us
- Find out each others' names
- Put faces to those names & get to know one another
- Inspire one another

- Ask questions
- Share ideas
- Solve problems
- Get early access to events and content.

JOIN THE INSPIRE HUB COMMUNITY

IW INSPIRING WORKPLACES™

THANKS TO OUR 2023 PARTNERS

storians pando fuel 50 h&h mindset

Harkn. Benefex A Zellis Company OpenBlend worktango

Achievers TaTiO Perceptyx Blueboard

Inspiring Leaders Awards.
For people that positively impact their organisation

Register your interest for 2024

2024

IW

INSPIRING LEADERS

INSPIRING™ WORKPLACES