

Culture Consulting

Creating the culture your organization needs

.....

If your organization is at an inflection point - following a merger, a period of transformational growth or a change in strategic direction - setting your focus to workplace culture can accelerate the next phase of business performance. This is the time to build or reinforce the team culture that drives the innovation and results you need.

Organizations with healthy workplace cultures:

- Have high levels of psychological safety. They share their ideas, and themselves, without fear of reprisal. It's a learning culture where ideas and innovation flourish, where risk taking is done with the safety net of open and transparent conversations. Teams and individuals are comfortable challenging the status quo.
- See improved retention. Employees feel their voices are heard and valued, positively impacting employee engagement and accountability.
- Bring more voices to the table, fostering creativity. Inclusion and equity discussions are more than transactional, they are grounded in candor. People report a sense of belonging and purpose.
- Achieve their goals on an continuous basis. Innovation increases as ideas flow and generate new products, services, or solutions.

The process:

- Meet with leadership to understand the desired outcomes and behaviors and discuss current situation
- Review existing employee engagement data and conduct additional assessments
- Host listening and sensing sessions with leaders and teams
- Identify strengths and barriers and create plans to move organization toward its goals

Related articles:

- [Shaping Culture: Resilience](#)
- [Women in the Workforce: Culture, Systems and Mindset](#)
- [Shaping Culture: Communication](#)
- [Psychological Safety: A Tale of Two Teams](#)
- [Shaping Culture: Leadership](#)
- [From Talent Conversations to Talent Coaching](#)



Leadership Refinery's founder, Jill Hauwiller, is a sought-after coach, consultant, and educator. She is a certified facilitator of the Fearless Organization Scan, as well as numerous other organizational and leadership assessments. These tools, combined with her experience coaching hundreds of professionals and teams around the world, allow her to bring together the themes of leadership effectiveness, emotional intelligence, leading through transition, and building high performing teams.

Learn more at [leadershiprefinery.com](https://www.leadershiprefinery.com) or contact Jill at jill@leadershiprefinery.com to learn more about what a culture consulting engagement can do for your organization.

