



How to Build a Thriving Culture at Work, Featuring the 7 Points of Transformation

Rosie Ward, Jon Robison

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Regardless of size, location, or industry, every company wants to have a competitive advantage over others in the marketplace. Despite this desire, many businesses don't focus on what would truly set them apart: creating the conditions for both organizational and employee wellbeing to thrive. When a company and its employees are thriving, everyone wins.

What many organizations do to improve performance and employee engagement fails long term because it is mismatched with the culture. Too often companies try to support employee wellbeing by offering outdated, ineffective workplace wellness programs that amount to nothing but a drain on resources and time. Organizations greatly increase their chances for success when they focus on creating a thriving workplace culture.

"How to Build a Thriving Culture at Work" explores:

- * The current state of culture in many organizations --In most businesses, attempts to improve performance and health are based on outdated, flawed scientific paradigms of human behavior and motivation. These antiquated approaches, which typically rely on extrinsic motivation, simply do not work.
- * The benefits of embracing a new, sustainable wellbeing model --Enlightened companies build and maintain culture by creating the conditions that support employees' ability to leverage better thinking. By nurturing autonomy, mastery of skills and purpose -- recruitment, retention and performance improve and employees are freed, fueled, and inspired to bring their best selves to work.

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