



Understanding and Leveraging Company Culture – Post Pandemic



**60% of workers say they've
seen a shift in company culture
since the start of the pandemic**

WORKHUMAN SURVEY

COMPANY CULTURE

WHO WE ARE AND WHAT WE DO

The way things work around here

Shared values and beliefs

Behavioral norms

Personality of the organization



WHAT CHANGES IN
WORKPLACE CULTURE HAVE
EMERGED SINCE THE
PANDEMIC?

HOW CAN THESE
CHANGES BE LEVERAGED
FOR STRENGTH AND
INNOVATION MOVING
FORWARD?

let's
TALK

WHAT WORKPLACE
CULTURE COMPETENCIES
WERE ADVERSELY
IMPACTED AND NOW NEED
TO BE REINFORCED?

HOW CONSISTENTLY IS
YOUR WORKPLACE
CULTURE REINFORCED AND
EXECUTED?

PANDEMIC PHASES

2020

The great unknown
Global disruption
Stay at home
Overnight ideological shift

2022

Mass exits from our industry
The BRICK WALL
Industry reimagedined

2021

Normalization
Business reimagedined
Second wave of despair
Test of leadership

2023

What's next
Workforce
Regulation

WHAT CHANGES IN WORKPLACE CULTURE HAVE EMERGED SINCE THE PANDEMIC?

CONSIDER

Productivity

Agility & Speed of Decision Making

Innovation

Work Design & Delivery

Flexibility

HOW CAN POSITIVE CHANGES BE LEVERAGED MOVING FORWARD?

CONSIDER

Formalization

Ongoing Training & Clarity

Strategies

Sustainability

WHAT WORKPLACE CULTURE COMPETENCIES WERE ADVERSELY IMPACTED AND NOW NEED TO BE REBUILT/REINFORCED?

CONSIDER

Segregation & Silos

Regulatory Shadow/Overlay

Workforce Awareness of Pre-Pandemic Ops

Organizational Readiness & Bandwidth

HOW CONSISTENTLY IS YOUR WORKPLACE CULTURE REINFORCED AND EXECUTED?

CONSIDER

Customer & Team Experience
Leadership Competency & Capacity
Clarity of Direction & Purpose
Organizational Readiness & Bandwidth



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"We're hoping you'll lead us on a journey of transformation without requiring any real changes."

The Next 90 Days

LEARNED

What's the most important thing I learned and why is it important to me? How will I use this lesson in the next 90 days?

ACTION

What are the most impactful 2-3 steps to implement an action plan? What do I need to change now to ensure I focus on the 90 day action?

IMPACT

What impact can I expect if I commit to focusing, implementing, and continuing to work on the actions during the 90 days?

OBSTACLES & OVERCOMING

What obstacle may keep this from getting done? How will I overcome?

**THANK YOU
YOUR LEADERSHIP
MAKES A DIFFERENCE!**

