

— **WELCOME!**

WORKPLACE  
CULTURE



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[www.KimHRConsultant.com](http://www.KimHRConsultant.com)

— "Create the kind of workplace  
& company culture that will  
attract great talent" —



# HELLO! I'm Kimberley

I PROTECT BUSINESSES FROM FROM  
UNNECESSARY RISKS AND COSTLY MISTAKES  
THROUGH HUMAN RESOURCE AND BUSINESS  
CONSULTING OUTSOURCING SOLUTIONS.

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# Herstory

HR as my second career after a workplace injury  
Passionate about doing the right thing - leads to doing things right  
Empowering people and businesses to achieve highest potential

HRPA registration #1062234  
Code of Ethics, Best Practices, Fiduciary

Wife. Mother. Professional. Entrepreneur. Coach. Mentor.

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# Today: Workplace Culture

ALL TOGETHER TO FORM YOUR HR STRATEGY...



# YOU MADE IT!

Strategic HR- Top it off

**Workplace Culture**  
*Employee Lifecycle*

HR Operations- Core strength

*Employee Handbooks*  
*Defensible Practices*  
*Workplace Policies*

Compliance- Foundation

*Employment Laws*



## DISCLAIMER: NOT LEGAL ADVICE



The information provided in this webinar does not, and is not intended to, constitute legal advice; instead, all information, content, and materials are for general informational purposes only. Information may not constitute the most up-to-date information.

# Workplace Culture

1. What is workplace culture?
2. Is your workplace toxic?
3. Surprising ways toxicity shows up  
(and what it costs your business)
4. What can you do?





# WHAT IS WORKPLACE CULTURE?

- defines the proper way to behave
- shared beliefs and values
- sets the context for everything
- no 'one-size-fits-all' approach
- strong culture = successful business
- leaders live the culture

# Is Your Workplace 'Toxic'?

1. Absenteesim
2. Morale
3. Theft & damage
4. Carelessness
5. Tensions amongst staff
6. Employee discipline

*Toxic workplace or toxic employee?*



# Toxic Workplaces are Illegal

- Occupational Health & Safety Act
  - WSIB & 'poisoned' work environment: *A work-related mental stress injury is a psychological injury or illness caused by one or more substantial sources of stress at a person's work or by one or more work-related traumatic events.*
  - Harassment policies
  - Employer - Fined by MOL. Employee - Income placement benefits WSIB
- Discrimination: The Ontario Human Rights Code
  - Hostile or intolerable work environment that is persistent or repeated, based on a protected ground.
  - Employee - Seek financial remedies in court
- Constructive dismissal: a substantial and unilateral change to the terms or working conditions of employment that causes an employee to resign.
  - Employee - Seek financial remedies in court

# Where does Toxicity come from?

AND THE COSTS TO YOUR BUSINESS



# People & Organizations

*Workplace culture = how people interact and treat each other at work; influences workplace to be positive or toxic.*

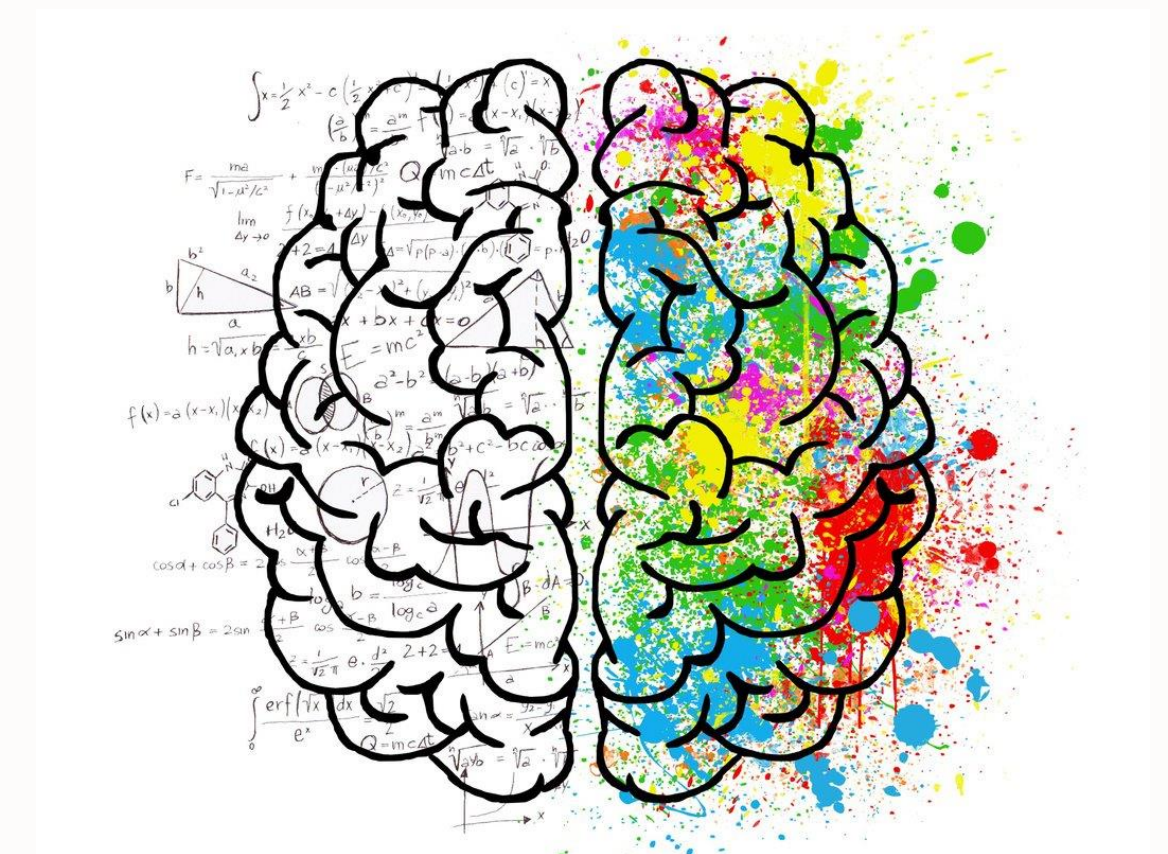
## SIX 'sneaky' ways toxicity enters the workplace

### PEOPLE:

- Unconscious bias
- Social intelligence
- Pre-existing mindsets

### ORGANIZATIONS:

- In-groups & out-groups
- Power dynamics
- Norms & practices



# Costs



Missed work



Reduced health



Disengaged employees



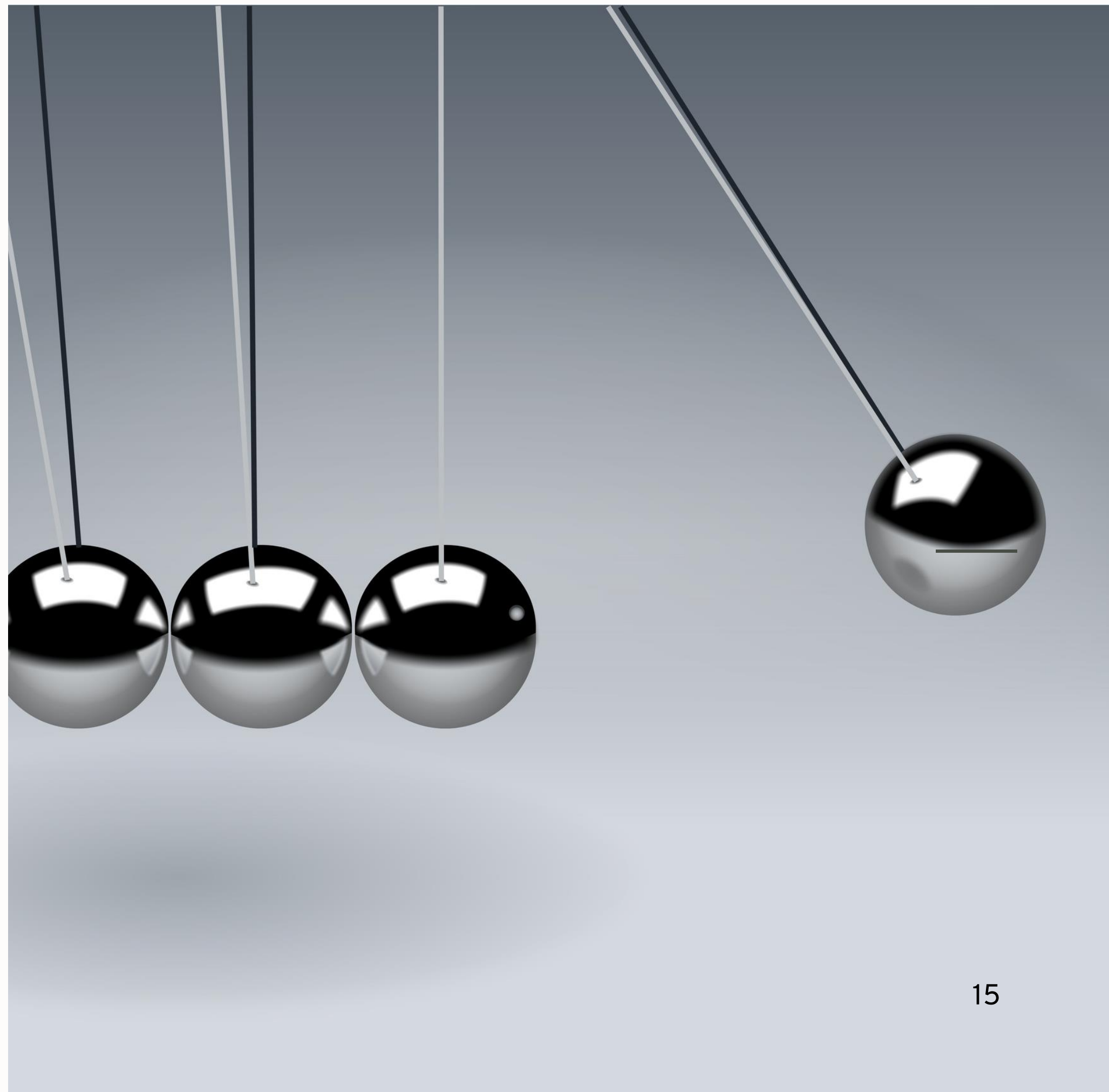
Reduced productivity & profits





# What can you do about it?

ACT: Action Changes Things



# Small changes can add up

## Employees can...

- Show care & interest
- Provide support
- Avoid blame & forgive mistakes
- Inspire each other
- Emphasize work as meaningful
- Be respectful, grateful, trustworthy
- Act with integrity

## Employers can...

- Foster social connections
- Show empathy
- Go out of your way to help
- Encourage people to talk to you

*Happy employees*



*Happy workplace*



# Benefits



Improves team work



Boosts health & wellbeing



Increases creativity & problem solving



Improves productivity, profits, customer satisfaction





# Get in touch

For inquiries or anything under the sun

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