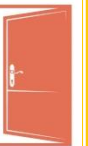


**BAZZINGA!**



**CREATING A CULTURE OF FUN  
IN YOUR WORKPLACE**

**OPENDOOR**  
TRAINING & DEVELOPMENT



# Objective #1:

You will understand what workplace culture is and how it develops



## Objective #2:

You will learn the benefits of a culture of fun in the workplace



## Objective #3:

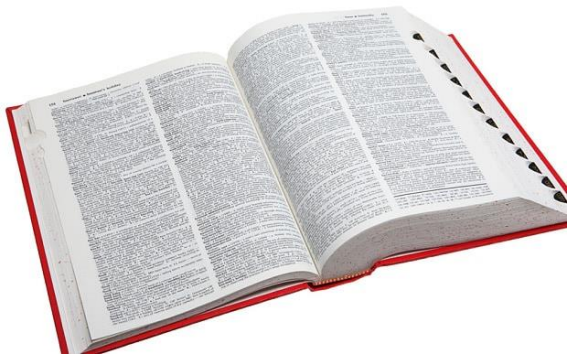
You will identify ways to develop a culture of fun in your workplace



# What Is Workplace Culture?

*“Culture guides discretionary behavior and it picks up where the employee handbook leaves off. It tells us whether to risk telling our bosses about our new ideas, and whether to surface or hide problems.*”

*Employees make hundreds of decisions on their own every day, and culture is our guide. Culture tells us what to do when the CEO isn't in the room, which is of course most of the time.”*



*Frances Frei and Anne Morriss*  
*Harvard Business Review*

# What Is Workplace Culture?

- “The pervasive values, beliefs, and attitudes that characterize a company and guide its practices”



# What Is Workplace Culture?

Based on  
Organization's  
Core Values



# What Is Workplace Culture?

- It will develop with or without you!

Work Culture

“A company's culture is its personality.”



# Identifying Workplace Culture:

- Are problems reported?
- Are people honest?
- Do employees give and take credit?
- Are there employee recognition programs?



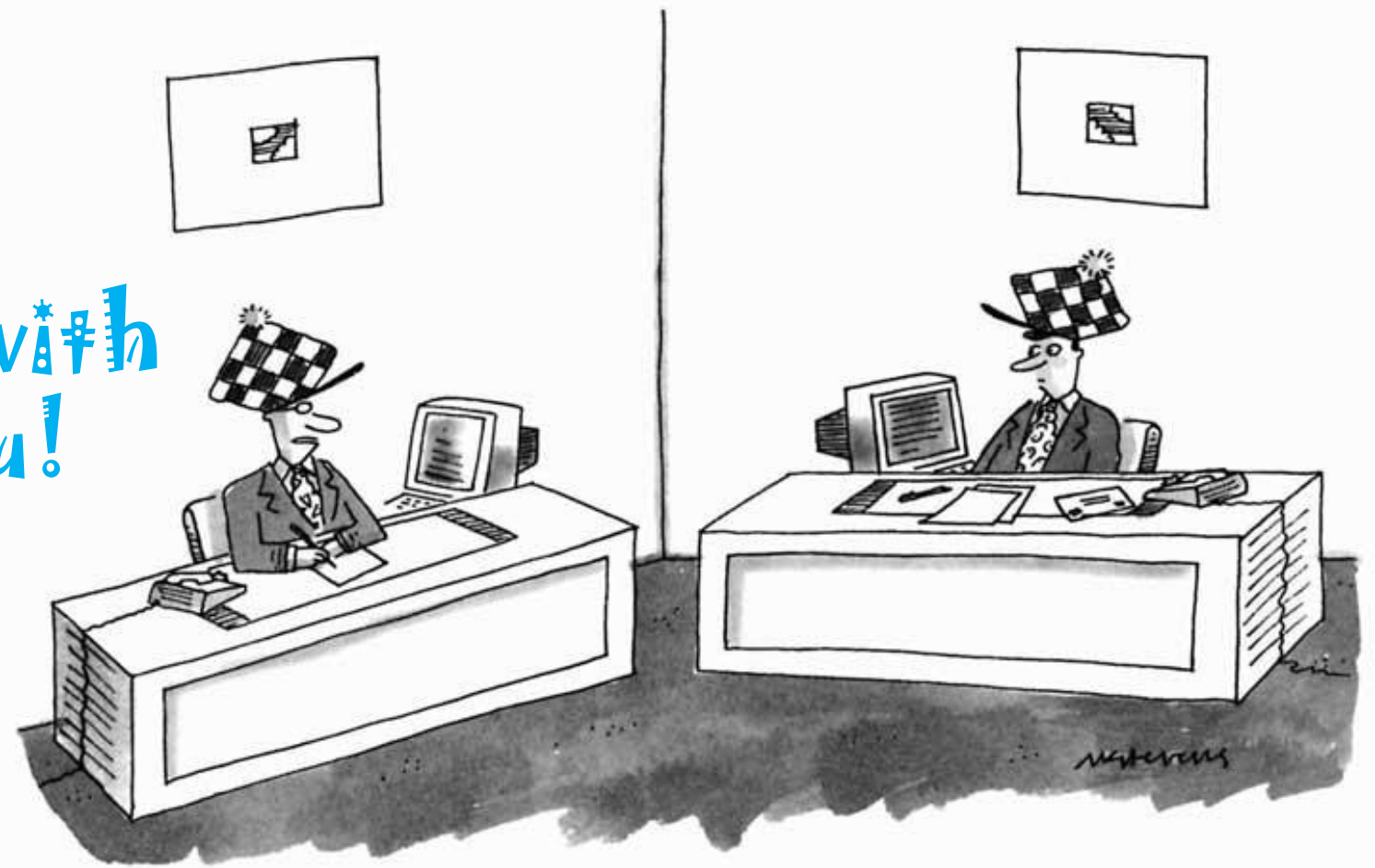
# Identifying Workplace Culture:

- Are expectations clear?
- Is there respect for others' time?
- Is there synergy and teamwork?
- Do employees admit their mistakes?



# Establishing Workplace Culture:

- It will develop with or without you!



*"I don't know how it started, either. All I know is that it's part of our corporate culture."*

# Establishing Workplace Culture:

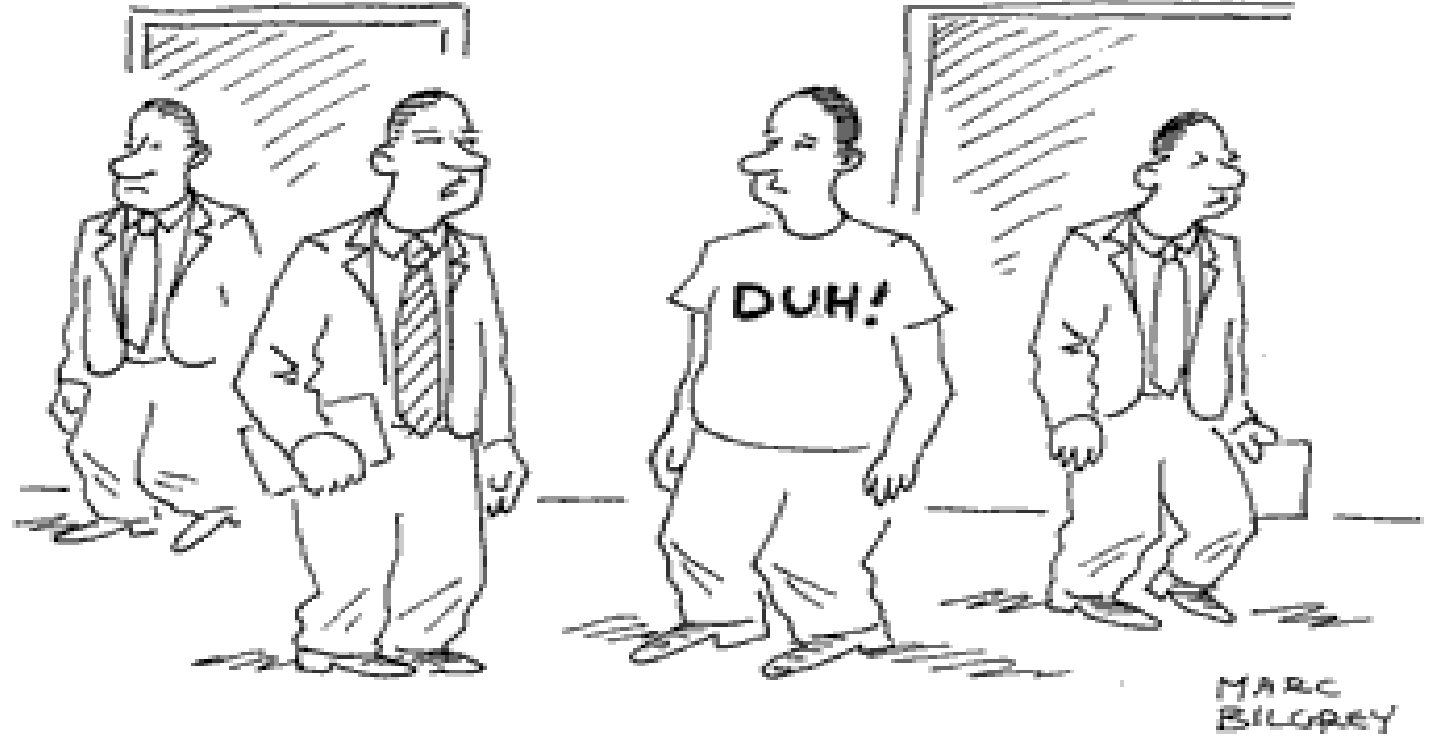
- You need to define it!



“What if, and I know this sounds kooky, we communicated with the employees.”

# Establishing Workplace Culture:

- You need to teach it!



“Perkins, we need to talk about your understanding of company culture.”

# Establishing Workplace Culture:

- You need to live it!



# Establishing Workplace Culture:

- You need to measure it!



# Establishing Workplace Culture:

- You need to reward it!



"I like to reward my employees for doing a good job. That's why I keep treats in my pockets when I walk past the cubicles."



# Establishing Workplace Culture:

- Can take 2-3 years
- Requires communication and patience
- Most problems happen at 4-6 weeks



"I have identified 240 stages of organizational change. Before I discuss them, coffee anyone?"

# Why Employees Resist Culture Change:

- There isn't any real need for the change
- The change is going to make it harder for them to meet their needs
- The risks seem to outweigh the benefits
- They don't think they have the ability to make the change



# Why Employees Resist Culture Change:

- They believe the change will fail
- Change process is being handled improperly by management
- The change is inconsistent with their values
- They believe those responsible for the change can't be trusted



# Assessing Your Culture:

- Morale
- Turnover
- Interviews
- Absences
- Productivity
- Surveys



# Benefits of a Culture of Fun:

- Improves employee morale
- Decreases workplace stress
- Increases productivity
- Increases employee loyalty



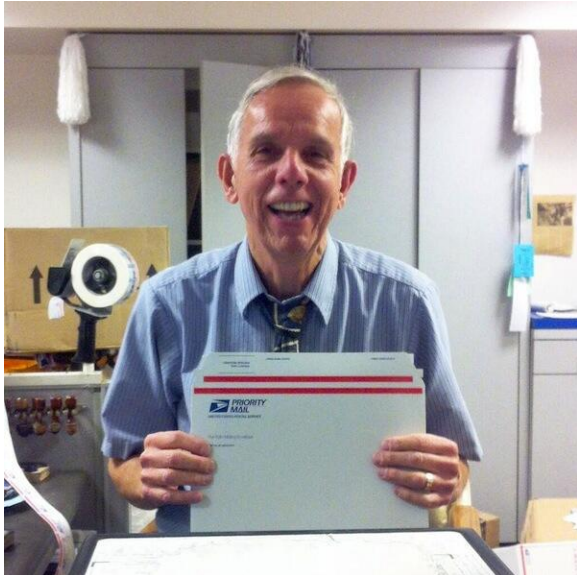
# Benefits of a Culture of Fun:

- Decreases personal/team conflicts
- Increases employee cooperation
- Improves customer relations
- Improves business reputation



# Benefits of a Culture of Fun:

- Improves motivation and enthusiasm
- Increases communication
- Increases job satisfaction



# Benefits of a Culture of Fun:

- Improves employee creativity
- Increases pride in one's workplace
- Employees feel valued and appreciated





# Benefits of a Culture of Fun:

- Decreases employee absenteeism
- Easier employee recruitment
- Higher employee retention



# A Culture of Fun Is NOT:

- A reason to ignore problems
- Focused more on fun than productivity and quality of work
- An excuse to harass others with insulting, judgmental, passive-aggressive, or rude behaviors



# A Culture of Fun Is NOT:

- Limited only to work hours
- Making employees uncomfortable
- One person's job
- Letting employees do "whatever they want"



# A Culture of Fun Is NOT:

- Making employees like each other or become best friends
- Ignoring violations of company policy
- Expensive!



# How To Create A Culture of Fun:

- Brainstorm ideas with a team of creative co-workers
- Get the commitment of those in authority
- Look at your Vision & Mission
- Be consistent and "walk the talk"



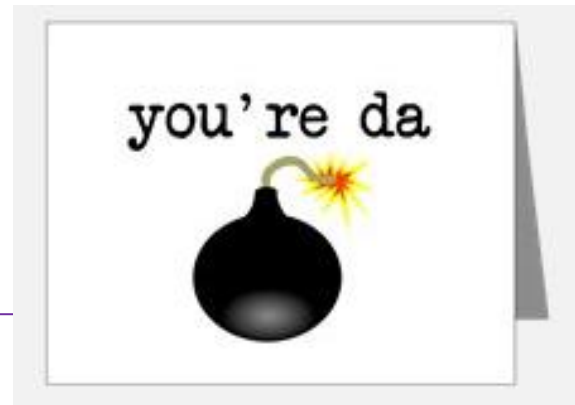
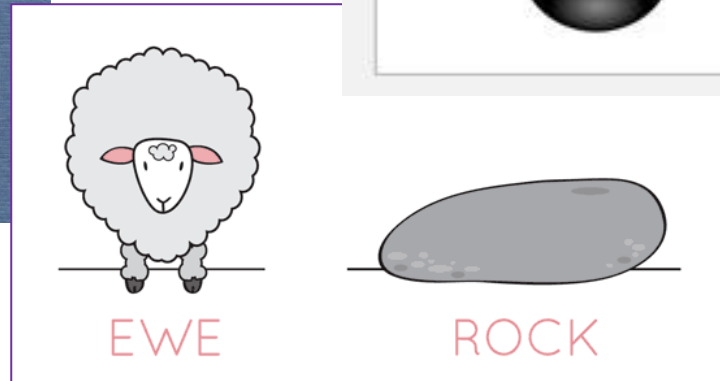
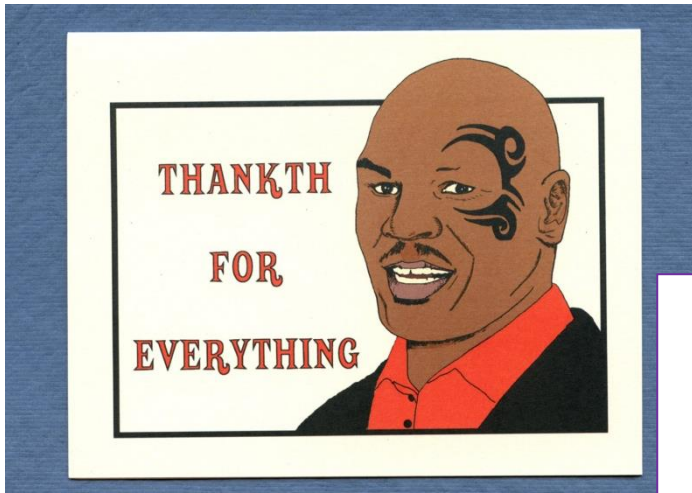
# Employee Morale in a Culture of Fun:

- Ask new employees their favorite candy bar when they are hired and keep the information on file. When someone goes above and beyond, surprise him!



# Employee Morale in a Culture of Fun:

- Send funny, handwritten Thank You cards when an employee does something nice



# Employee Morale in a Culture of Fun:

- Welcome people to work with Hallway High-Fives!





# Employee Morale in a Culture of Fun:

- Let employees take out their frustrations the old-fashioned way...



# Employee Morale in a Culture of Fun:

- Celebrate completion of big projects, successful audits, and end-of-year successes.



# Employee Morale in a Culture of Fun:

- Encourage employees to celebrate holidays
- Providing beverages is a less expensive way to contribute to the event



# Employee Morale in a Culture of Fun:

- Create a Decades Club (10 years of service) or a Silver Circle (25 years of service)



# Employee Morale in a Culture of Fun:

- Find ways to support your local community as a team

19 Years Running!

**ywca** **race**  
**against**  
**RACISM**  
April 29, 2017

Annual  
**SCHREIBER**  
PEDIATRIC REHAB  
CENTER  
Softball Weekend



**WALK TO**  
**END**  
**ALZHEIMER'S**



alzheimer's association®



**American  
Red Cross**

**Please  
Give  
Blood.**

# Employee Morale in a Culture of Fun:

• Celebrate employees' professional and personal successes in an Employee Newsletter

Rim Country Health & Retirement Community  
 October 2011  
 807 W. Longhorn Road Payson, AZ 85541 928 474-1120

## Team News

### Employee Birthdays

Louise Shaw 10/27  
 Tammy McClellan 10/29  
 Loretta Hunter 10/29  
 Trieta White 10/27  
 Emeline Huggins 10/29  
 Carla Long 10/25  
 Christine Zuber 10/27  
 Dominic Mahor 10/29

### Resident Birthdays

Henry Cody 10/14  
 Jane Barrett 10/18  
 Priscilla Doyle 10/25  
 Phyllis Woods 10/25

### Monthly Newsletter Returns

Seems like a while since we've seen a company newsletter at Rim Country Health, but that's about to change. Starting this month, employees, residents and their families will be kept in the know on a monthly basis through Team News. Watch for: information from managers and department heads; employee updates and accomplishments; birthdays; milestones; upcoming events; facts that are just fun to know; and much more. We want to make this publication something that everyone will look forward to reading. If you have a topic or tidbit of news that you'd like to share, let Christy Walton, the new Marketing Director and Team News editor know. She's located in the small office by the front door.



October kicks off a new season and a re-connection through the monthly newsletter for Rim Country Health

### The Gift of Song

Randy Johnson, C.N.A. has been very generous with his talent for playing the guitar and singing. The residents enjoy it so much that you find them dancing and clapping to the music. In this photo, resident Angie Hammer is standing in front of Randy, encouraging him to continue entertaining the audience. There are few things that can trigger as much joy as music. Thank you, Randy, for sharing your gift with all of us.



Rockin' Randy provides weekly entertainment

## What's Cooking?

A Culinaire International Corporate Communication

### 2004 President's Award Earned by AJ Mathew

AJ Mathew, 2011 is congratulated by the manager, Walter Lutzke, on the company's 25th anniversary.



### Traveling From Town to Town

Minister Michel Larocque, AJ Mathew at the Kingdom Place... AJ Mathew, 2011 is congratulated by the manager, Walter Lutzke, on the company's 25th anniversary.

### All Smiles from Culinaire CEO and Founder Richard Gussone



I am pleased to report that 2010 has started off with a bang! After four long years of economic uncertainty, the hospitality industry is finally returning to a much healthier state. I am sure you all have noticed that the pace has picked up and business comes to the bank. Every industry has its ups and downs and from all indications we are now entering a more stable continuation of supply and demand. To what does this mean to you? It means more customers and more steady cash flow. It means new opportunities as new practices are added through growth and expansion. We have been growing and showing the 11 straight year dip in the struggling economy and are now poised to welcome you to our company's home. To thank this accomplishment, I would like to thank those on our number one priority: the customer, our growth objectives will be prominent. It takes a vision the effort to create new customers as a team to create new ideas and new products, and our company will share these good feelings with your customers by using the internet language that everyone understands: a great, big, beautiful smile.

# Employee Morale in a Culture of Fun:

- Develop program where employees and customers can recognize those employees who go above and beyond



**KICK TAIL** Kick Tail-A-Gram

To: \_\_\_\_\_ (Please use a full legal name.)

Name: \_\_\_\_\_ Employee Number: \_\_\_\_\_

Location: \_\_\_\_\_ Position: \_\_\_\_\_

Message:

From: \_\_\_\_\_

Name: \_\_\_\_\_ Employee Number: \_\_\_\_\_



# Employee Morale in a Culture of Fun:

- Plant a tree in honor of an employee's retirement or to celebrate a completed renovation





# Employee Morale in a Culture of Fun:

- Find a unique way to recognize employee birthdays (but make sure everyone is included!!)



# Employee Morale in a Culture of Fun:

- Have competitions and ask customers to vote on winner



# Employee Morale in a Culture of Fun:

- Celebrate with Themed Dress Days
- Charge \$1.00 to dress down and give money to a local charity



# Employee Training in a Culture of Fun:

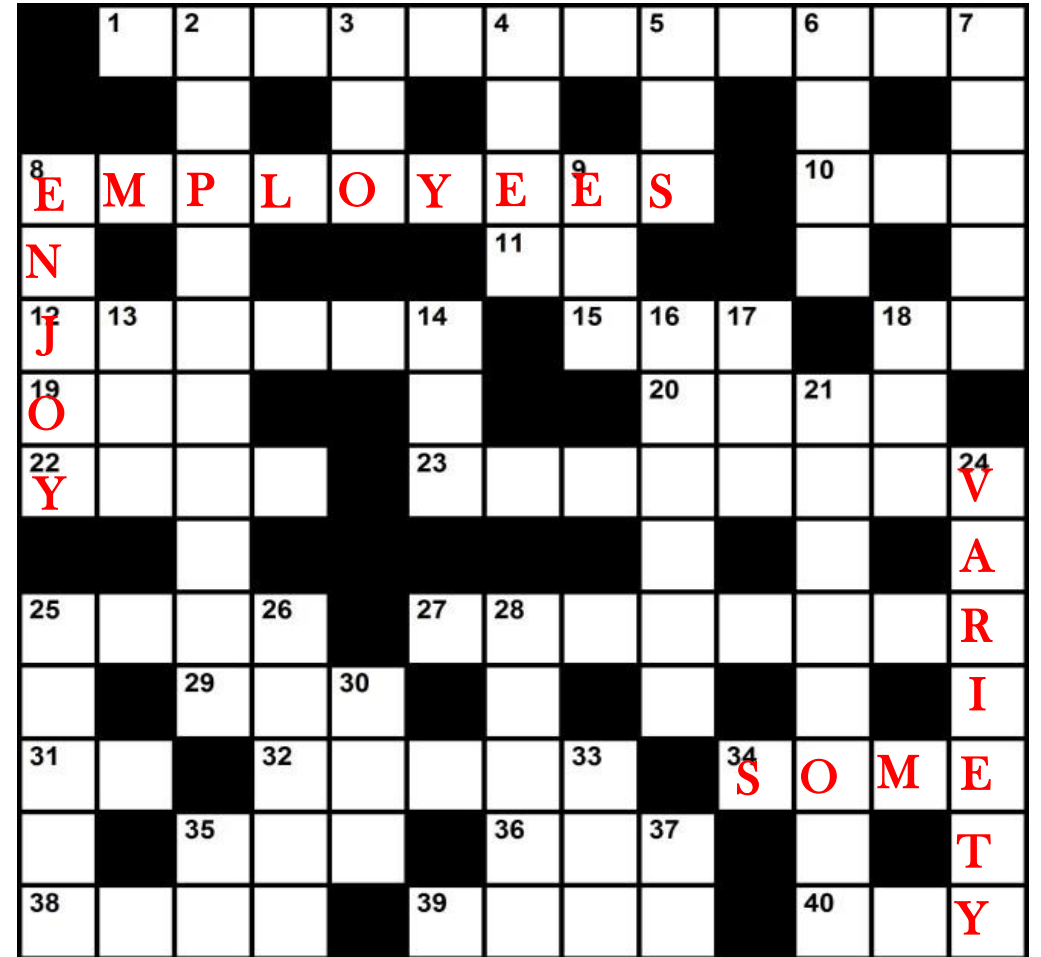
Safety  
Awareness  
Contests



# Employee Training in a Culture of Fun:

## Use Variety of Methods

- Crossword puzzles
- Word searches
- Add some fun, easy answers



# Employee Training in a Culture of Fun:

## PowerPoint Trainings:

- Begin with objectives
- End with fun questions that test knowledge

The Best Team in Baseball is:

- The Orioles
- Not the Yankees
- Not the Red Sox
- All of the above



# Employee Training in a Culture of Fun:

## Training Games:

- Dividing into teams
- PROPS are a cheap way to make learning fun!



# Employee Training in a Culture of Fun:

## Encourage Attendance:

- Draw name at random
- Ask a trivia question about a company policy





# Employee Training in a Culture of Fun:

## Non-Work-Related Education:

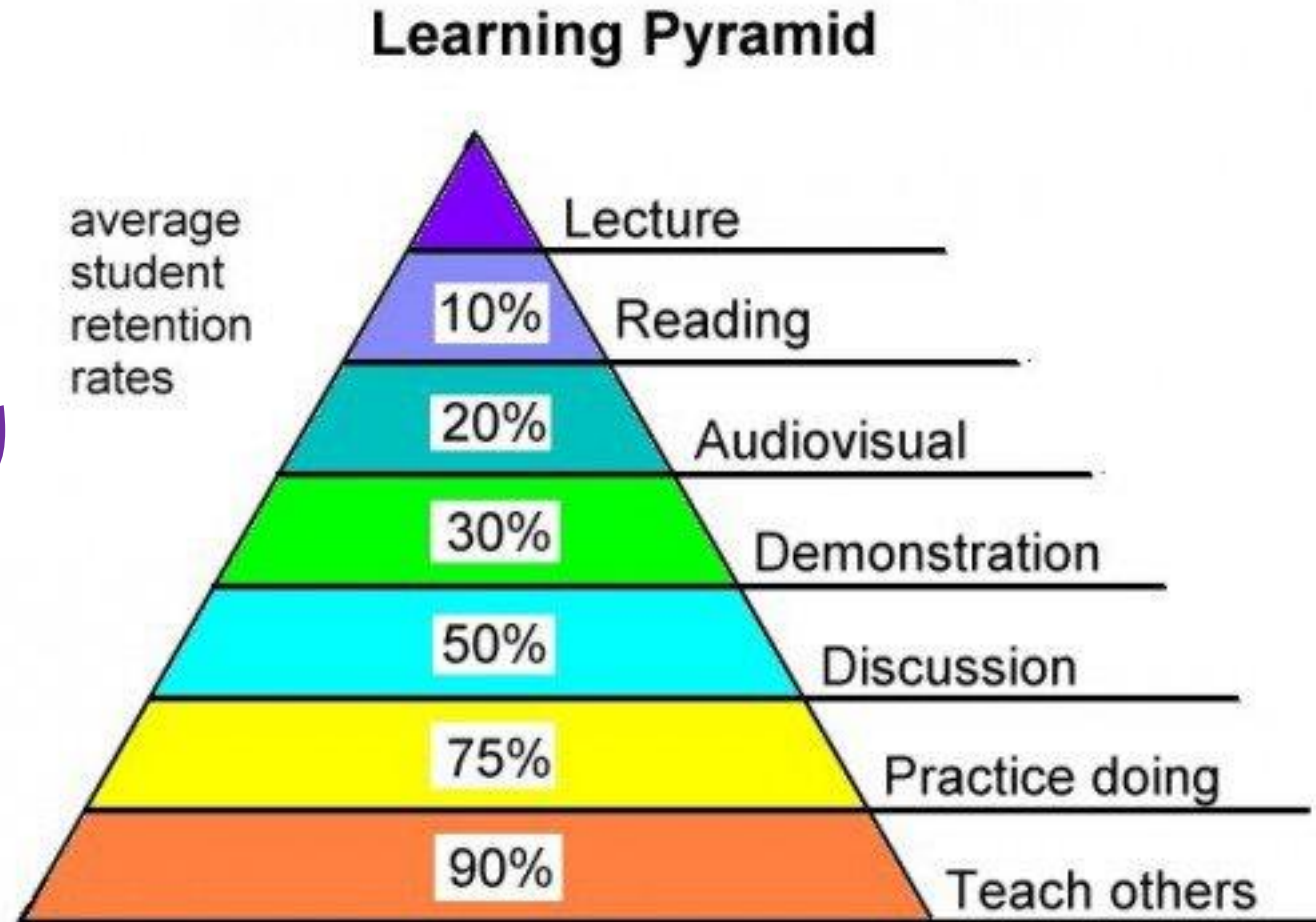
- Smoking Cessation Classes
- Weight Watchers
- Self-Defense Classes
- Car Engine 101
- Stress Reduction



# Employee Training in a Culture of Fun:

## Involve Employees:

- Teach a lesson
- Help with role play
- Lead discussion group



Source: National Training Laboratories, Bethel, Maine

# The Workplace in a Culture of Fun:

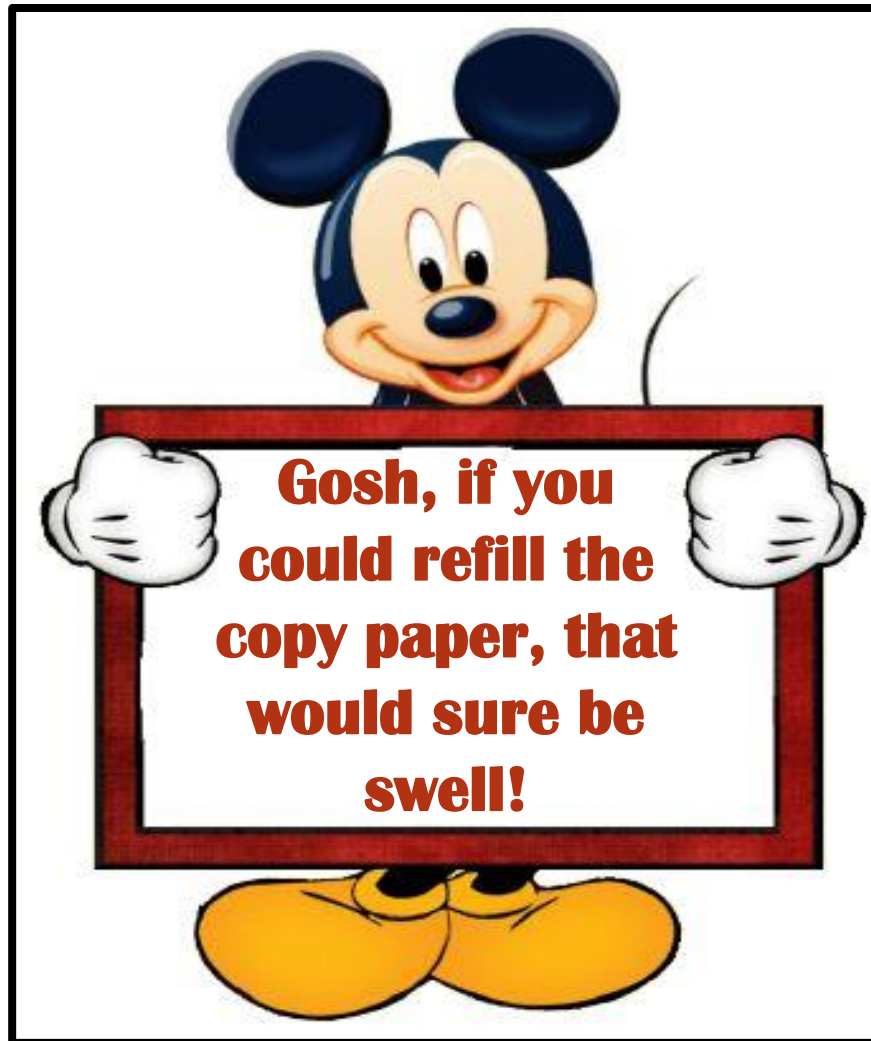
## Posted Signage:

- Not just words
- Be creative

Please remember to  
refill the copy paper  
after a big copy job.

The Management

# The Workplace in a Culture of Fun:



# The Workplace in a Culture of Fun:

## Trophies:

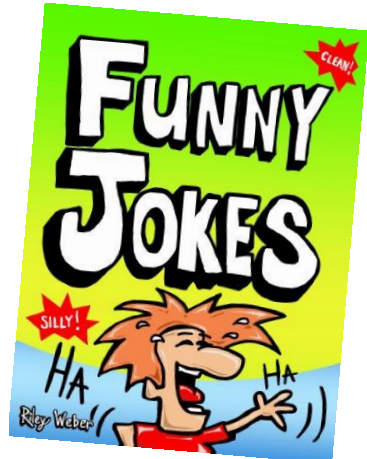
- Recognize individuals or entire departments
- Don't necessarily have to be traditional "trophies"



# The Workplace in a Culture of Fun:

## Break Areas:

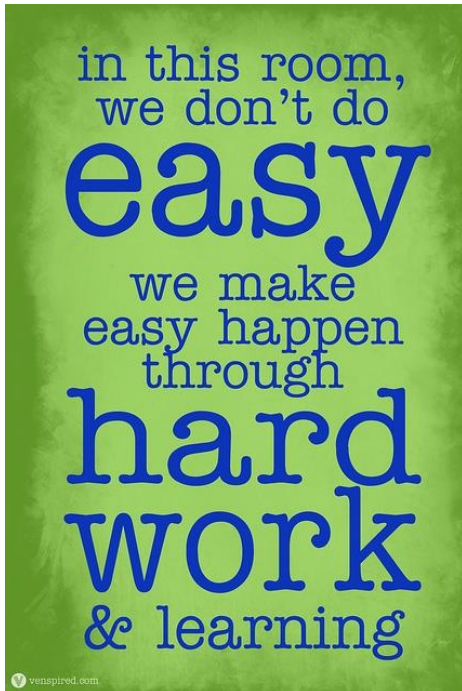
- Bulletin board for employee use
- Relaxing activities



# The Workplace in a Culture of Fun:

## Other Areas:


- Inspirational quotes
- Funny sayings



Everyone Brings  
Joy to this Office

---

Some when they enter  
Others when they leave

If Plan A fails,  
remember   
that you have  
25 letters left.



# Final Comments for Your Success:

- First and foremost, you are a business!
- Know your strengths and get some help
- Decide what you can afford





# Final Comments for Your Success:

- Develop your plan for a 6-12 month timeframe
- Be consistent or you have wasted your time, energy, and resources for nothing!
- Don't try to do too much!



# Final Comments for Your Success:

- Remember what a Culture of Fun is NOT!
- Never force employees to participate
- Continue to enforce all company policies and be professional and respectful



# Final Comments for Your Success:

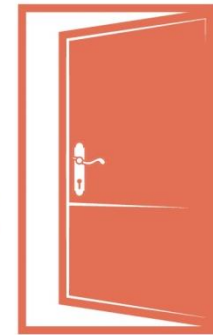
• Get a BANG! for your buck!



Questions???



**OPENDOOR**  
TRAINING & DEVELOPMENT



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**www.OpenDoorTraining.net**

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