Fire Up! Your Employees

Chapter 1: Invite the Best – Create an Employee-Focused Workplace Culture

Activities:

Using the worksheets provided, rank the 10 components of core architecture (culture) as seen from your employees’ perspective (which do they feel are the most important). Once ranked, select the top four and then use the worksheets to define what you currently do and what you could do to make the component more effective and more a more attracting component of your workplace brand and culture. Solicit input from others to determine things you could do to improve the component.

Creating an Action Plan is a critical component of implementing the Fire Up! Process. To access the Action Plan that has been created for Fire Up! Your Employees and Smoke Your Competition, click on the Action Plan link from the Beyond the Book page. You will add your action items from each chapter to this master Action Plan.

From your list of ways to improve your core architecture components, select several to implement. Add these items to your Action Plan for Chapter 1. Remember, as you achieve your action items, add more to constantly expand your success with the ten core architecture components. Good luck and be creative - your employees are counting on you.
Ten Components of Employee-Focused Culture

These ten components summarize the critical areas that attract attention to your workplace and influence existing employees to remain. Though it is not critical to have all ten areas in place, the more of these that do exist in your workplace culture, the more attractive your culture becomes.

Rank these 10 components from your employee’s perspective:

The ten components of employees-focused cultures:

<table>
<thead>
<tr>
<th>Ranking</th>
<th>A focus on the organization:</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Clearly defined mission (and values), supported by objectives and goals.</td>
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<tr>
<td>2.</td>
<td>Clearly defined ethical standards and expectations.</td>
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<tr>
<td>4.</td>
<td>A dynamic onboarding and inclusionary process.</td>
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<tr>
<td>5.</td>
<td>A fair and attainable reward and incentive process.</td>
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<tr>
<td>6.</td>
<td>A fair and recurring performance review and feedback process.</td>
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<tr>
<td>7.</td>
<td>Regular and recurring skill development (education).</td>
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<tr>
<td>8.</td>
<td>Regular and recurring career counseling and development.</td>
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<tr>
<td>10.</td>
<td>Inclusive and diverse environment that supports free exchange of ideas, employee accountability and performance ownership.</td>
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Ten Components of Employee-Focused Culture

A focus on the organization:

1. Clearly defined mission (and values), supported by objectives and goals:
   
   What is done?
   _______________________________________________________
   _______________________________________________________
   _______________________________________________________
   _______________________________________________________

   Ways to improve:
   _______________________________________________________
   _______________________________________________________
   _______________________________________________________
   _______________________________________________________

2. Clearly defined ethical standards and expectations.
   
   What is done?
   _______________________________________________________
   _______________________________________________________
   _______________________________________________________
   _______________________________________________________

   Ways to improve:
   _______________________________________________________
   _______________________________________________________
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   _______________________________________________________
Ten Components of Employee-Focused Culture

A focus on the employee:

3. A competent, talent-based and bias-free employee selection process.

What is done?

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Ways to improve:

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4. A dynamic onboarding and inclusionary process.

What is done?

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Ways to improve:

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Ten Components of Employee-Focused Culture

5. A fair and attainable reward and incentive process.

What is done?

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Ways to improve:

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6. A fair and recurring performance review and feedback process.

What is done?

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Ways to improve:

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Ten Components of Employee-Focused Culture

7. Regular and recurring skill development (education).

What is done?

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Ways to improve:

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8. Regular and recurring career counseling and development.

What is done?

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Ways to improve:

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Ten Components of Employee-Focused Cultures


What is done?

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Ways to improve:

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10. Inclusive and diverse environment that supports free exchange of ideas, employee accountability and performance ownership.

What is done?

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Ways to improve:

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