



Helping you develop the organization of your dreams.

Creating a Culture of Commitment

How a culture of common language and consistent employee experience can help you create and sustain a culture of commitment

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Archetype Learning Solutions

TABLE OF CONTENTS

- Introduction 3
- Product/Service/Methodology 4
 - Key Findings 5
 - Key Findings #1 5
 - Key Findings #2 5
 - Key Findings #3 5
 - Key Findings #4..... 5
- Visual Data 6
- Conclusion..... 7
- Key Takeaways 7



INTRODUCTION

A common language creates a strong connection, a leadership foundation in which all gifts are recognized and valued. A consistent experience ensures that team members perform to their fullest through a culture of commitment.

In nation-building, a common language is the cultural glue that holds a population together. Be it a community or a country language ensures that we can connect through a common definition and understanding. If a common language can work in nation-building, it can also work in organization-building. Using a common organizational language ensures that your team members have a complete understanding of, and can become part of the discussion. Ensuring that all team members are using a common language also helps develop a consistent experience.

Of course, it's not realistic to expect that all leaders will lead in the exact same way. We are all archetypes after all and will lead in our own unique way. What can create a consistent employee experience is through the creation of both common practices and of course a common language. If the organization has established expectation setting as a metric, team members can expect a similar practice among any leader within the establishment, this proves equally true for mutual dialogue, recognition, one-to-ones, etc.

Using both a common language and consistent experience can reduce the stress that can be accompanied when transitioning to a new team. It also goes a long way in creating a culture of commitment within your organization.



PRODUCT/SERVICE/METHODOLOGY

Years of results from varying degrees of academic and industry research indicate that committed employees will put the best interest of the organization front and center. Committed employees give extra effort, demonstrate *affective* commitment – committed from the heart, would recommend your organization as a great place to work, and look for new jobs far less frequently than less committed team members (Gallup, 2021). They also have less fatigue, stress, and burn out than employees who are not as committed and a far less likely to sabotage the organization.

Gallup's employee engagement work is based on more than 30 years of in-depth behavioral research involving more than 17 million employees. Through rigorous research, Gallup has identified 12 core elements – the Q12 – that link powerfully to key business outcomes. These 12 statements emerged as those that best predict employee and workgroup performance.



Providing learning and growth opportunities for your entire organization develops a common language; creates a consistent practice of leadership; enriches relationships through vulnerability and increased trust; and develops a greater degree of support for one-another. Developing a Culture of Commitment addresses the remaining three key 12 questions: Do you have a best friend at work, are others committed to the organization, and are you committed to the organizations purpose.

KEY FINDINGS

Key Findings #1 – Attract great people!



Attracting top talent is key to ensuring your most effective operations. It's not uncommon for an ineffective organizational design to cause frustration, stress & conflict, and low engagement, all that invites bad actors to your organization. All of this increases turnover and an inability to attract top talent. We can help you structure your operations so that roles are clear, processes are well-defined, and change is more effective with less stress.

Key Findings #2 – Learn together.



Ensuring your new team members are set up for success from day one is vital to their longevity. Our socialization toolkit helps by reducing stress, providing operational clarity, and defining expectation, to ensure your new hires are set up for success from day one. We offer a complete Socialization toolkit that includes an effective assessment of your new team members' needs to provide them with the best experience possible. Don't expect your new hires to function in a system in which they have no knowledge!

Key Findings #3 – Retain top talent.



The Everest Experience is a two-day retreat designed exclusively for the executive team. Our unique simulation unpacks 100 years of psychological research that exists within the human dynamics of your team, while we explore conflict, change, and so much more to ensure your team members have a consistent experience. The Everest Experience can be either a two- or three-day facilitated event that includes a pre-session planning meeting and post-session debrief to ensure long-term sustainability.

Key Findings #4 – Its all about the culture

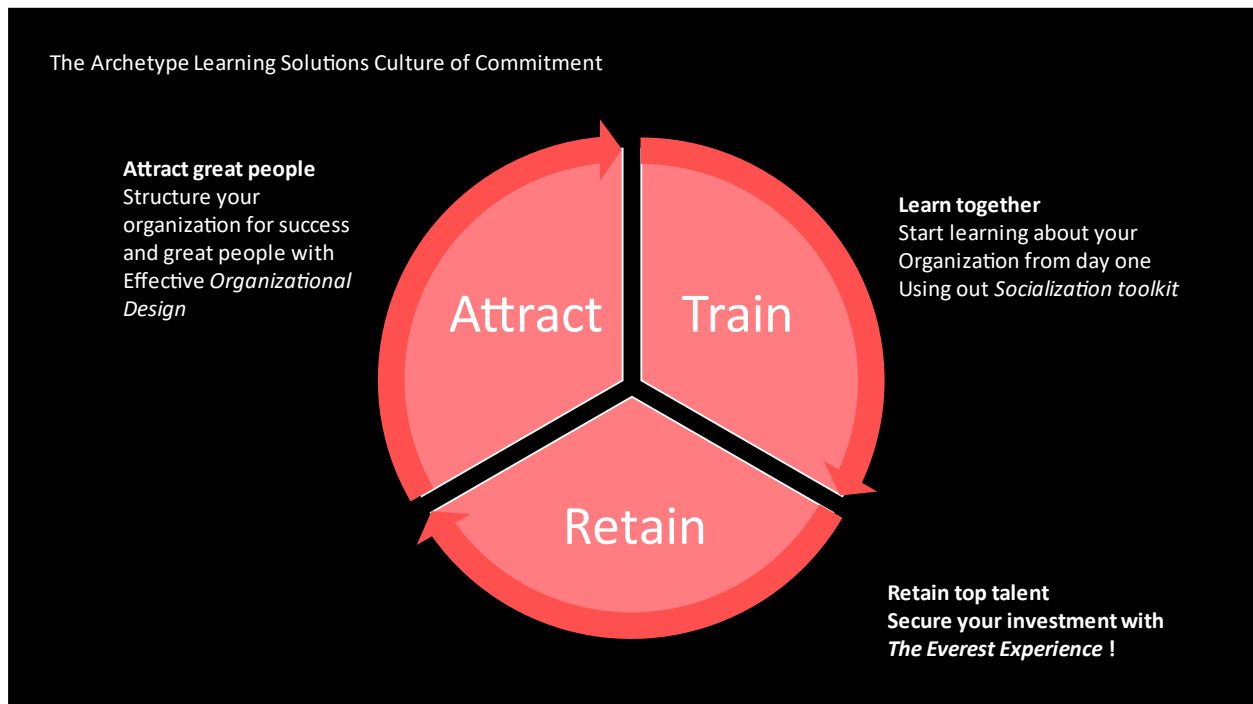


Without a great culture it becomes difficult to hire and retain top talent. End the downward spiral of turnover and frustration with the Archetype Learning Solutions suite of proprietary tools!

Ensure your team members are committed to the purpose of your organization, have a best friend at work, and remain committed to the organization overall.



Visual Data



The Archetype Learning Solutions proprietary tools helps you develop and sustain a Culture of Commitment. We offer a proprietary set of tools to help your organization attract, train, and retain your team members. Creating a culture that attracts great people, providing consistent enterprise-wide learning opportunities, and ensuring that leadership can sustain the culture attracts even more top talent!



CONCLUSION

Through a common language and shared experiences your organization can develop and sustain a culture of commitment (increased engagement) and shift the entirety of your operations, knowledge sharing, and support of each other.

Key Takeaways

- Attract great people. Structure your organization for success with effective organizational design,
- Learn together. Start learning about the organizational fundamentals from day one using our unique socialization toolkit,
- Retain top talent. Secure your investment with the Everest Experience, an executive retreat like no other!