

## **Employee Experience and Personal Well-being**

### **Breakout Team Guide**

#### ***Phase 1 – Creating a Workplace Culture of Diversity, Inclusivity & Well-Being***

##### **1. Understanding the Role of Culture in Employee Experience**

- **Strategic Culture-Building**
  - A thriving workplace culture doesn't happen by chance; it's intentionally shaped.
  - Encourage diverse perspectives: Just as companies like Google foster innovation through inclusivity, workplaces should actively seek input from employees of all backgrounds.
  - Promote psychological safety: Employees should feel safe to share ideas without fear of judgment or exclusion.
- **Relationship-Driven Culture**
  - Move beyond policies to real engagement: Inclusivity isn't just an HR initiative; it's about fostering a culture where all voices are heard.
  - Create meaningful connections: Encourage mentorship programs, cross-functional collaborations, and open-door leadership to ensure employees feel valued.
  - Recognise contributions: Whether through peer shoutouts, employee spotlights, or wellness initiatives, appreciation strengthens belonging.
- **Building a Holistic & Inclusive Workplace**
  - Emphasize diverse leadership: A workplace culture that values inclusion should reflect diversity at all levels, from entry-level to executive leadership.
  - Champion employee well-being: Offer flexible work arrangements, mental health resources, and wellness programs that address diverse needs.
  - Encourage allyship: Educate employees on active allyship through training and real conversations, making inclusivity part of daily interactions.

##### **2. Real-Life Example: Adam Grant's Networking Philosophy Giving First**

- The renowned organisational psychologist emphasizes giving before expecting in relationships, which applies directly to fostering inclusion.
- In a workplace setting, this means:
  - Creating a culture of generosity: Leaders and employees should actively uplift and support one another.
  - Prioritising well-being over productivity at all costs: A burnout culture diminishes diversity of thought and innovation.
  - Actively listening: Employees feel valued when leadership truly hears their concerns and acts on feedback.

##### **3. Pitfalls to Avoid in Culture Building**

- **Tokenism in DEI Initiatives:** Inclusivity should go beyond surface-level efforts like themed events or hiring quotas. Authenticity is key.
- **Ignoring Employee Well-Being:** High performance shouldn't come at the cost of mental and emotional health. Work-life balance matters.
- **Failure to Address Microaggressions:** A truly inclusive culture requires ongoing education and a willingness to address bias and workplace inequities.

### **Breakout Activity Part 1**

#### **Instructions for Students:**

- Reflect on workplace experiences. What made you feel included or excluded? What contributed to well-being?
- Identify three key strategies that can strengthen diversity, inclusion, and well-being in your organisation.
- Prepare one actionable takeaway to implement. (Example: "We will introduce a rotating mentorship program to ensure diverse voices are heard.")

## ***Phase 2 - Workplace Transition and Well-Being Strategies***

### **1. Managing Workplace Transitions Effectively**

- **Time Management Strategies:** Prioritisation and organisation techniques help professionals transition smoothly into new roles.
- **Boundary-Setting Practices:** Clearly defining work-life boundaries enhances personal well-being.
- **Physical and Mental Health Awareness:** Creating wellness initiatives fosters a supportive workplace culture.

### **2. Practical Well-Being Strategies**

- **Implementing Mindfulness Techniques:** Practicing mindfulness improves focus and reduces stress.
- **Establishing Support Networks:** Connecting with colleagues for emotional and professional support.
- **Promoting Work-Life Integration:** Encouraging flexible work arrangements benefits overall well-being.

### **3. Real-Life Example: Microsoft's Workplace Well-Being Initiatives**

- Microsoft invests in employee wellness programs, offering flexible work policies and mental health resources to foster a healthier work environment.

## **Breakout Activity Part 2**

### **Instructions for Students:**

- Discuss challenges faced during workplace transitions and how they were handled.
- Identify effective strategies for balancing professional responsibilities and personal well-being.
- Present a well-being strategy that could be implemented in an organisation.

## ***Phase 3 - Presentation Time***

Now comes the exciting part. Each team will present their insights and strategies to the class. Think of this as an opportunity to share what you've learnt and hear diverse perspectives. There's no need for perfection; just engaging discussions and valuable takeaways. Let's learn from each other and strengthen our networking and well-being strategies together.