



# #ExploreChange

Transforming UK workplace culture

How to get involved 2023

# Introducing **#ExploreChange** Transforming UK Workplace Culture **Pledge, Action, Inspire**

Welcome to *#ExploreChange*, a campaign designed to help UK businesses and organisations transform their workplace culture and achieve better business outcomes.

Our goal is to engage over 500 organisations to take the pledge to invest in culture change and take at least one of three challenges to action their pledge.

By taking these steps, your organisation can enjoy a more positive and productive work environment and achieve better business performance.



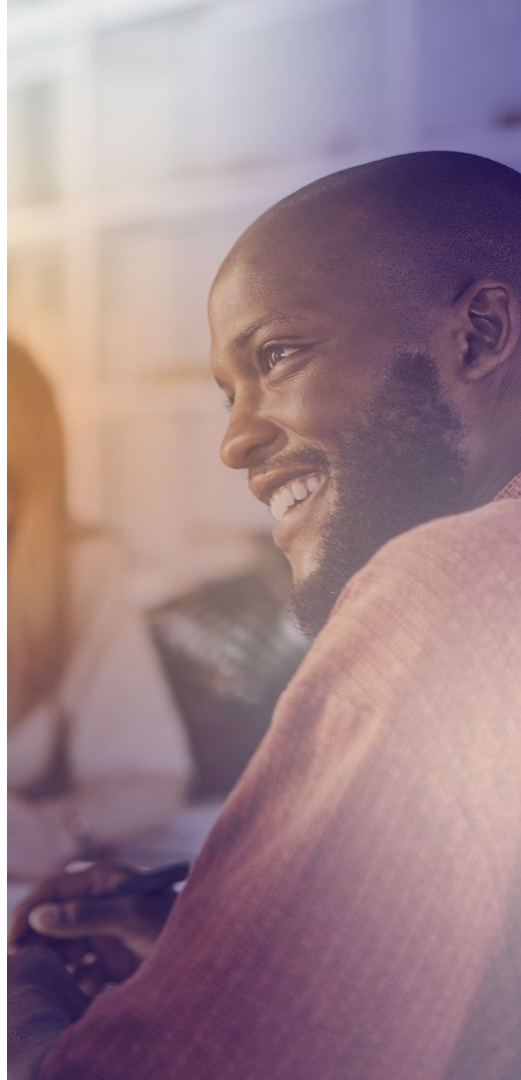
# Pledge to invest in workplace culture change

## The first step sowards real change

The first step in transforming your workplace culture is to make a pledge to invest in change.

This pledge demonstrates your commitment to your employees and their wellbeing and sets the foundation for creating a more inclusive and supportive work environment.

By taking the pledge, you are simply committed to taking one or more of the challenges we've created to help you get started on your culture change journey.





# Actioning your pledge – Take on the challenges

## Learning, Wellbeing, Inclusion

We've created three challenges for organisations to take on to action their pledge: Learning, Wellbeing, and Inclusion.

Each challenge is designed to help you take your first steps towards creating a more positive and productive work environment.

By completing one or more of these challenges, you'll gain valuable insights and tools to help you tackle culture change in your organisation.



## ▲ Challenge 1 – Learning

# Organise a peer-to-peer learning experience

## Investing in employee development

To complete this challenge, organise a peer-to-peer learning experience, such as a mentoring programme, a job shadowing or secondment initiative or a similar learning activity.

This challenge will help your team members learn from each other and share their expertise, promoting a culture of continuous learning and development.

### Guidelines

- Sessions can be any scenario where employees are sharing knowledge
- Sessions should be offered company-wide. Everyone should have equal opportunity to participate
- Sessions should be organised with consistency. At least once a month and last at least half an hour, but not during employee lunch or break times
- Junior roles should be given as much opportunity to share as those in more senior roles

### Examples

- Regular one-to-one mentoring sessions
- Calendar lunch and learn sessions (but not as part of the lunch break)
- Regular L&D learning sessions done in pairs (equivalent to independent learning)
- Team insights sessions
- Ad-hoc job secondments and work shadowing

## 🌟 Challenge 2 – Wellbeing

# Arrange a series of 'open forum' sessions

## Prioritising employee wellbeing

To complete this challenge, arrange a series of 'open forum' sessions where employees can come together and share their thoughts, ideas, and concerns.

This challenge will help promote a culture of openness and support, and encourage team members to take care of their mental and emotional health.

### Guidelines

- Cannot be held in open plan offices for the safety of the attendees – personal information sharing is encouraged, so privacy is important
- Held regularly, around once every two months and be at least half an hour long
- Must be an informal setting, even if it is held as an online virtual session the approach and conversation must be welcoming and informal with no judgement
- The facilitator should be familiar with navigating the topic in an empathetic manner
- 'How can those affected be better supported?' This question should be included in some form during the session, with a view to all participants, particularly HR leaders, going away with a better understanding of how to support and behave compassionately towards those affected by the key issues raised

## Challenge 3 – Inclusion

# Set up a reverse mentoring programme

## Fostering inclusion and diversity

To complete this challenge, set up a reverse mentoring programme where senior leaders are mentored by employees from underrepresented groups.

This challenge will help promote a culture of inclusion, and encourage leaders to learn from diverse perspectives and experiences.

### Guidelines

- All top senior staff should be involved. All junior staff should have the opportunity to volunteer as a mentor and then be opened out to other employees to accommodate demand.
- Pairing should be random to remove bias
- Before starting, the pair must spend at least one hour in an informal setting getting to know each other
- The junior employee must feel comfortable in order to share openly. Consider whether they are in any danger of being negatively affected by a senior member
- The junior employee must be allowed to speak honestly and openly without any fear of judgement or recriminations. This is very important.
- Meetings should be around once a month minimum for an hour in an informal setting – either virtually or in-person is fine, but at least one in-person session is advised to help build a good connection



### 🌸 Challenge 3 – Inclusion

# Junior staff challenges and questions to consider

- Do they have senior members who they can talk openly with without there being any chance of it negatively reflecting on them?
- Are you aware of their inclusivity point of view? What is their social background? Are they negatively affected by poor DEIB management and unconscious bias?
- What does going 'above and beyond' really entail for junior members?
- Are they judged by arbitrary pointers such as hours worked and social behaviour exhibited despite social background?
- Are they affected by presenteeism issues? Does their presence in the office or at home affect how they are perceived at work?
- Are they affected by the cost of living crisis? Are they getting adequate remuneration while inflation and housing crises continue to scale?
- Do you give them adequate reason to want to be an active part of the company?



# Taking the first steps – Join the movement

## Be part of the change

By taking on one or more of these challenges, you'll be taking the first steps towards creating a more positive and productive work environment.

Join the [#ExploreChange](#) movement and be part of the change.

Inspire others to start their journey to becoming a Culture Pioneer by sharing your progress. @ the [@HRZone](#) and [Culture Pioneers](#) team and share how you've tackled the [#ExploreChange](#) challenge to receive your completion badges. Together, we can create a better, more productive future for UK workplaces.