

Building Emotional Culture



LearningArchitect

WHY EMOTIONS MATTER?

Most organisations don't pay enough attention to how employees are or should be feeling. They underestimate how central emotions are to building the right workplace culture.


“People will forget what you said but will never forget how you made them feel.”

MAYA ANGELOU

Emotional Culture has direct impact on:

- ✓ Satisfaction
- ✓ Motivation
- ✓ Connection
- ✓ Burnout
- ✓ Engagement
- ✓ Teamwork
- ✓ Financial Performance
- ✓ Absenteeism
- ✓ Customer Experience





So what is The Emotional Culture Deck and how will it help you, your leaders, your people and your company?

The Emotional Culture Deck

The Emotional Culture Deck **provides an insanely simple card-based tool** for structured face-to-face conversations about workplace culture, feelings, and employee experiences.

What are the outcomes?

1. **Diagnosis** of Organizational Emotional Culture
2. **Actions** that will be taken at individual or group level to improve the way we feel together and was part of the organization
3. **Routines** that will help foster positive emotions and manage negative emotions

Benefits of the workshop

**Leadership
Development**

**Employee
Engagement**

Culture Strategy

**Stakeholder
engagement &
communication
strategy**

**Employee Experience
Strategy**

**Recruitment, induction
& onboarding**

**Team check in /
retrospective**

**Conflict
resolution**

Project reviews

WORKSHOP AGENDA

- 1. Emotional Retrospective:** positive and negative emotions experienced in the prior week by all team members, experiences behind the emotions
- 2. Emotional Perspective, individual level:** what are the emotions that I want to feel more, and what are the emotions that I want to feel less (being aware that I might still feel them)
- 3. Why emotions are important** – labelling, stress management & well-being, leaders' roles, ownership over own emotional experiences & own mental health
- 4. The top emotions that we need to feel in order to be successful/the emotions we do not want to feel but we might from time to time:** at team level/at organizational level
- 5. Rituals & Actions – to create the desired emotional culture**



LearningArchitect

www.learning-architect.ro
office@learning-architect.ro
facebook.com/learning-architect