



# 7 Elements of an Engaged Culture: Co-Creating a Vibrant Workplace

Michael R Grabow, Master Trainer, CTN



COLORADO  
MUNICIPAL  
LEAGUE

# Intention

To discuss and explore ways to increase team engagement and co-creating a vibrant workplace

# Overview—Roadmap

- ✓ Awareness of the 3D Leadership Model
- ✓ Implement 7 Essential Elements of an Engaged Culture within your team with action steps
- ✓ A framework to co-create a team ethos –where team culture begins
- ✓ Develop an approach to create psychological safety, enabling open communication and innovation

# 3-Dimensional Leadership

3. Own Your Environment

2. Know Your People

1. Get Results

Self-Leadership

# Self-Leadership

- Have I.T. in the moment
- Model the way
- Be a life-long learner
- Study your craft
- Lead without a title



# 1. Get Results

- Knowing the work
- Focused on tasks and processes
- Be on time
- Deliver beyond expectation
- Manage time and projects
- Develop objectives
- Measure results with KPIs or OKRs





## 2. Know Your People



- Everyone is unique and talented
- Be a platinum supervisor
- Communication and conversations
- Situational Leadership
- Lead the person and manage the work
- The behavior you have in the team is the behavior you have rewarded

# 3. Own Your Environment

- Ethos
- Work culture
- You can create a motivational environment
- Ensure care and safety





# 7 Essential Elements of an Engaged Culture

1. Open communication
2. Questions are desired and respected
3. Development and coaching happens at all levels
4. Trust is established
5. People are encouraged to “show-up” fully
6. Agreed-upon commitment and accountability
7. Listening to understand from “each other”

# A Framework to Co-create A Team Ethos

Ethos defined – is a Greek word meaning "character" that is used to describe the guiding beliefs or ideals that characterize a community, nation, or ideology. The Greeks also used this word to refer to the power of music to influence emotions, behaviors, and even morals

- **Why is Ethos Important?**

- ✓ It is the beginning for team culture!
- ✓ It is THE character of your culture
- ✓ Defined or NOT! You have a team culture even if it not clearly defined or documented

# Psychological Safety for Open Convo

- In the space of conversation, ANYTHING is possible
- Communication 360 is ensuring all parties are complete and the message is agreed-upon and understood
- Communication 360 is an open environment with everyone taking responsibility for connections and message clarity

# Summary

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# Action plan

- As a result of today's conversation, what 2 or 3 actions are you willing to take on and try within your workplace?
- By when?
- Who will be your accountability partner?

# THANK YOU!

**May we go forth and engage!!**

Michael R Grabow, Master Trainer

916.541.9161

[mgrabow@cpshr.us](mailto:mgrabow@cpshr.us)





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