Culture Eats Strategy for Breakfast\*

Leveraging Diversity & Inclusiveness Principles to

Create A Workplace Culture of Well-being

*\*Peter Drucker*

1. Culture is everything. ***Every interaction is a cultural interaction.***

Any unique cultural examples from your organization?

1. Engage employees on a quest. We journey together, and we have a North Star.

***Remember who we are.***

MISSION? VISION?

OUR WHY?

1. Values Exercise:

***Cultural identity is like a kaleidoscope.***

1. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
2. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
3. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
4. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
5. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Your insights?

1. Leader’s role: Commit and Amplify (not create)

***Truth and truth are different.*** (What is the “ground level truth?”)

1. ***Practice, Practice, Practice*** (Culture is everything.)

Culture has a Vocabulary/Language.

Leslye Steptoe, PhD Jeff Tucker, JD

Vice President, Diversity & Inclusiveness Vice President, Human Resources

Mental Health Center of Denver Mental Health Center of Denver

[leslye.steptoe@mhcd.org](mailto:leslye.steptoe@mhcd.org) [jeff.tucker@mhcd.org](mailto:jeff.tucker@mhcd.org)