

Sarah
MORSE

A pair of hands holds a white rectangular sign against a plain white background. The sign features the words "DAY" and the number "1" in a large, bold, red sans-serif font, stacked vertically. The hands are positioned at the bottom corners of the sign, with fingers gripping the edges.

**DAY
1**

What is Culture

What is Culture

**THE WAY WE DO
STUFF AROUND HERE**



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Culture Shock

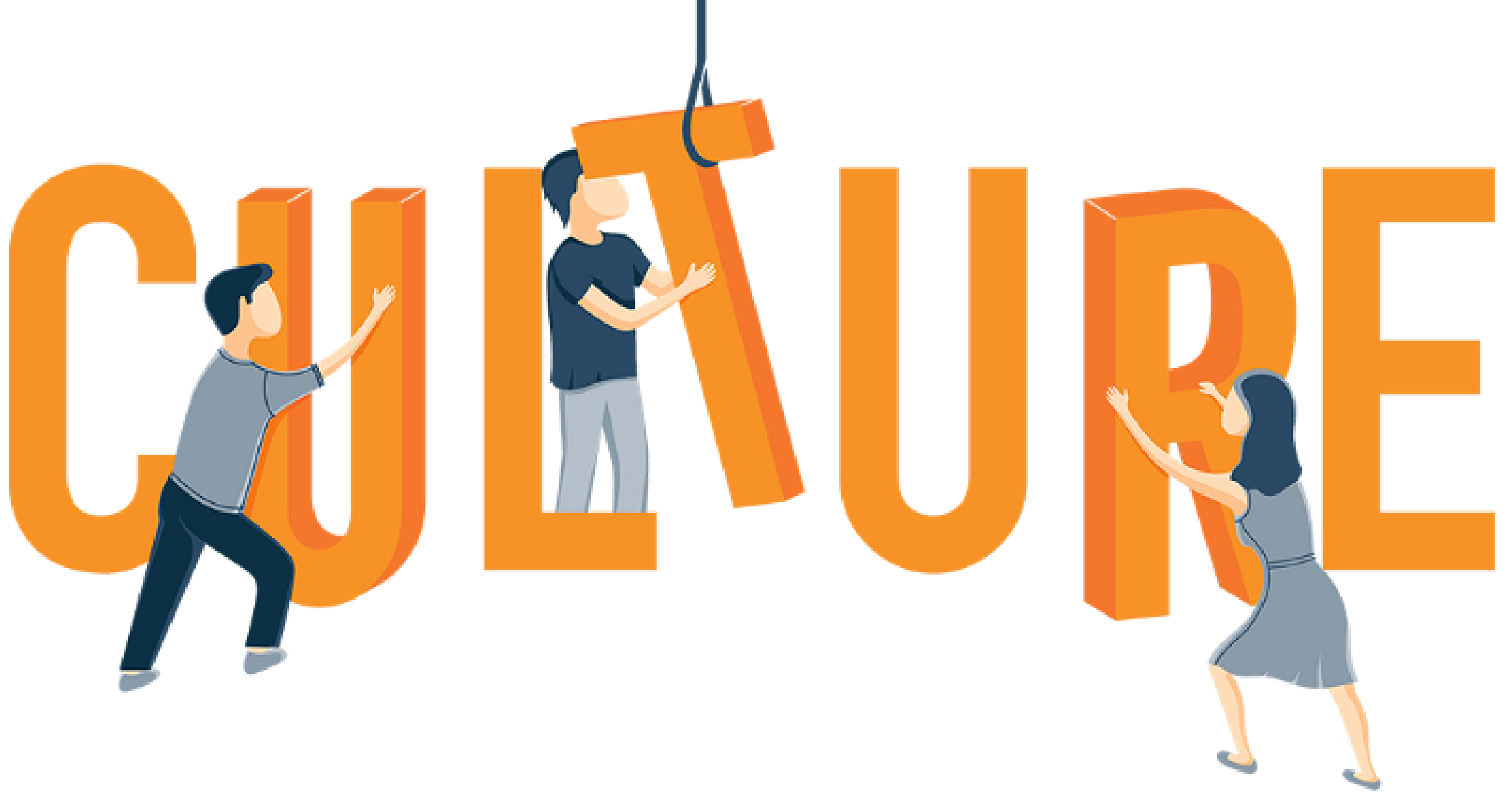
The **anxiety** and **frustration** we experience in a situation where all our former understanding fails to help us interpret the **new culture**.

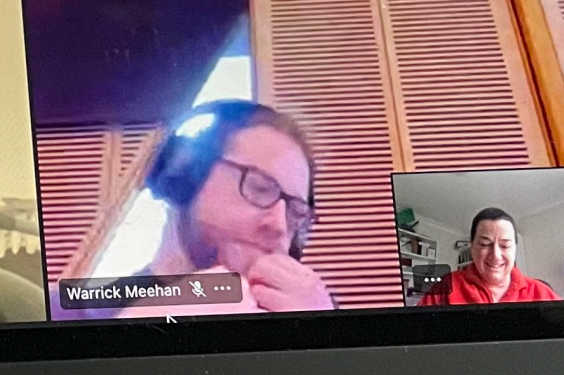
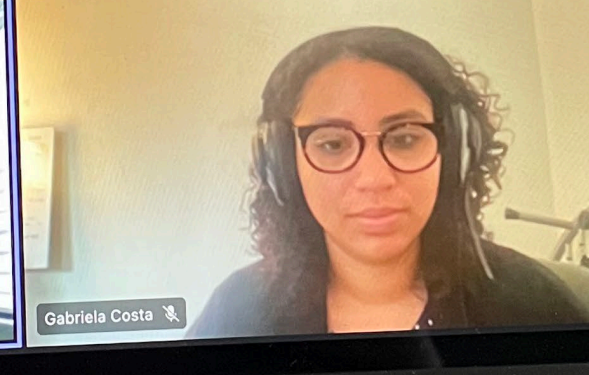
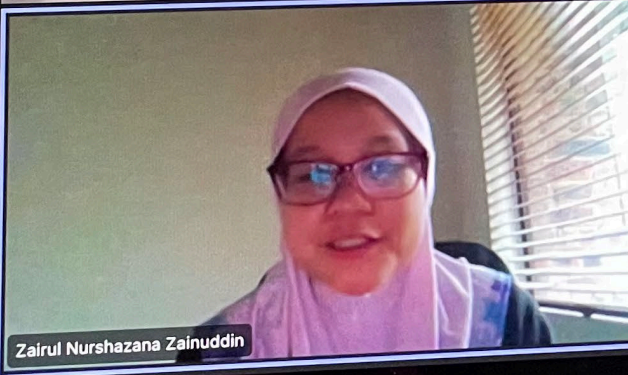
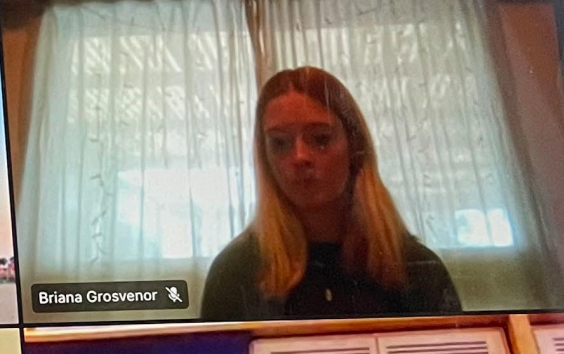
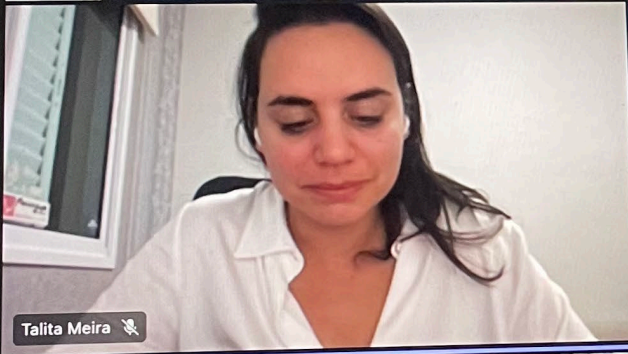
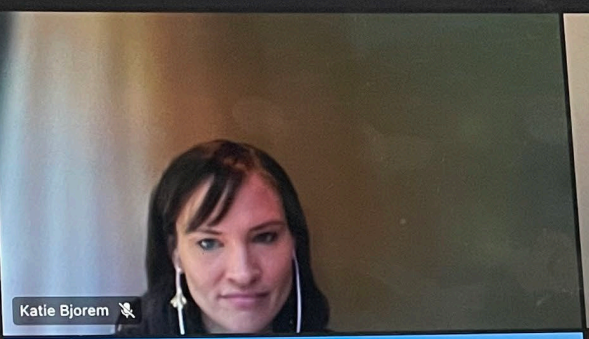


Reverse Culture Shock

When the return to the **familiar** feels unexpectedly **foreign** because **you** have changed.







MacBook Pro

Cultivating a
Culture of Courage

in a hybrid workplace

5%

of pre-Pandemic employees worked from home

96%

of Australian knowledge-based employees are either working fully remote or hybrid

74%

of people want to work from home at least three days per week

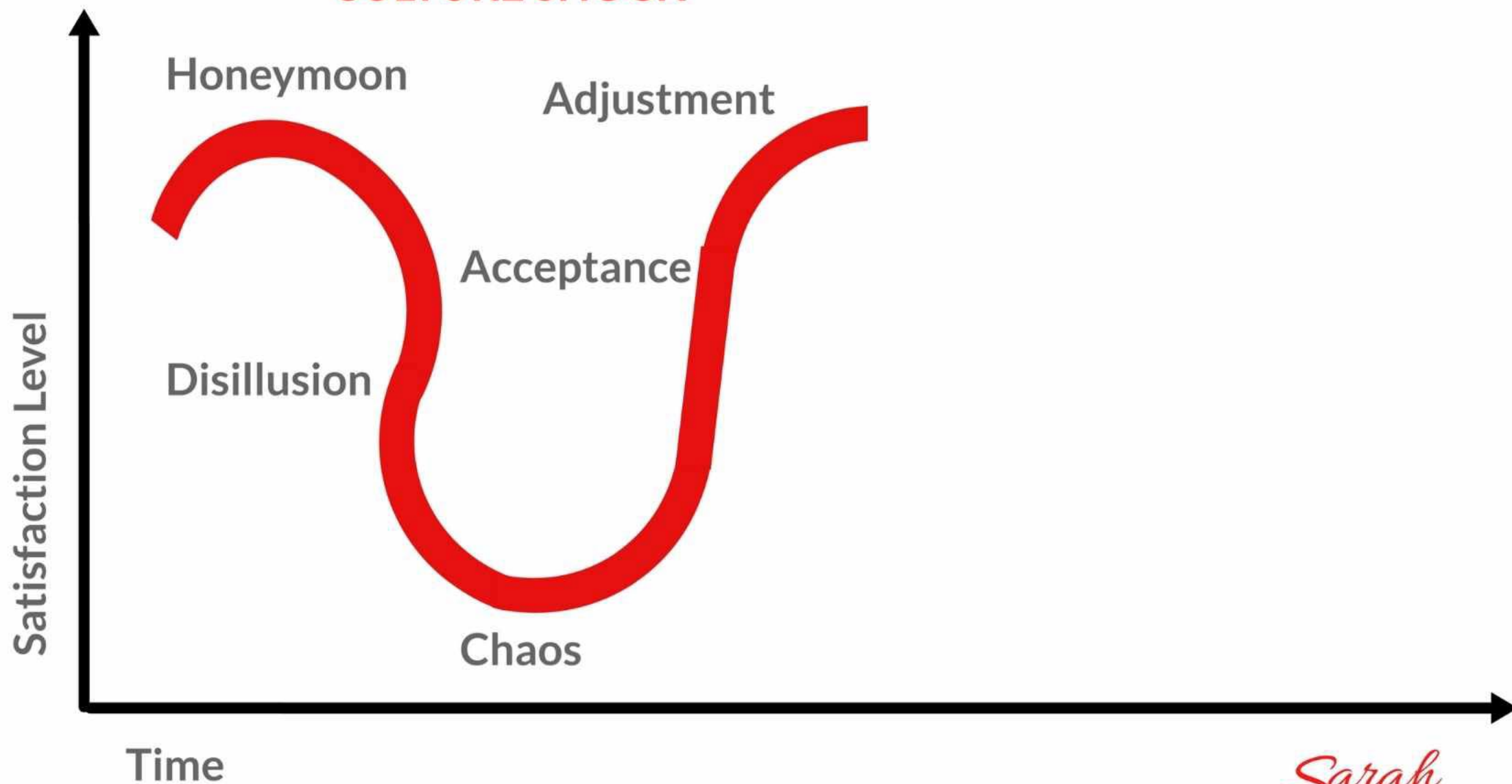
50%

of people feel like their organisation doesn't support hybrid working

42%

of supervisors said they sometimes forget about remote employees

CULTURE SHOCK







WORKING FROM HOME

EXPECTATION:

REALITY:



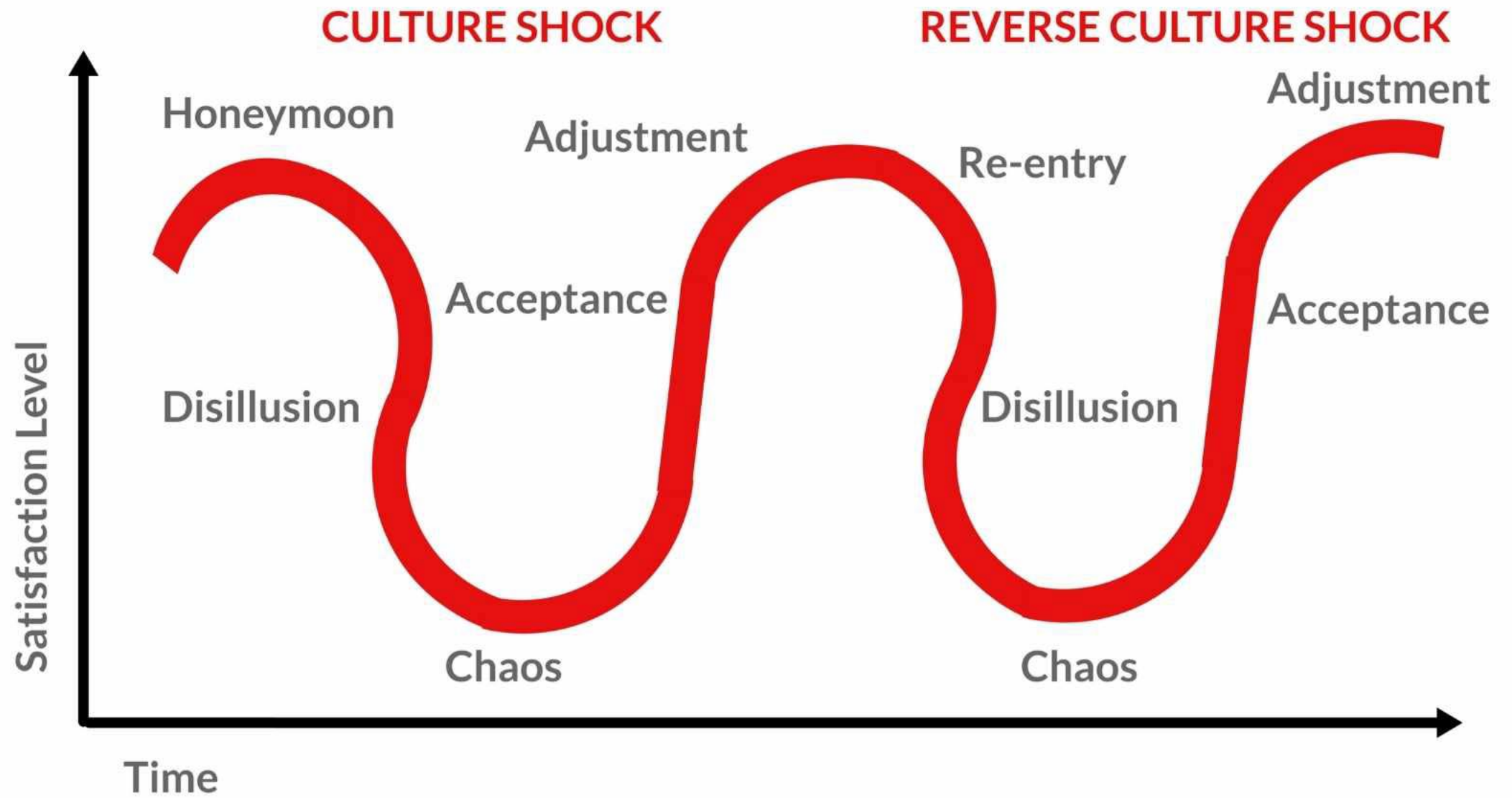
**WHEN YOUR
BOSS EMAILS
YOU AND
ASKS TO HOP
ON A QUICK
VIDEO CALL.**











The company asked them to come to work with clothes they used to wear on their zoom meetings 😂







WORKING REMOTELY



WHAT MY FAMILY THINKS I DO



WHAT COMMUTERS THINK I DO



WHAT I THINK I DO



WHAT I ACTUALLY DO







Challenges of a

Hybrid Workplace

C Connection

O Outward Focus

U Unity

R Resilience

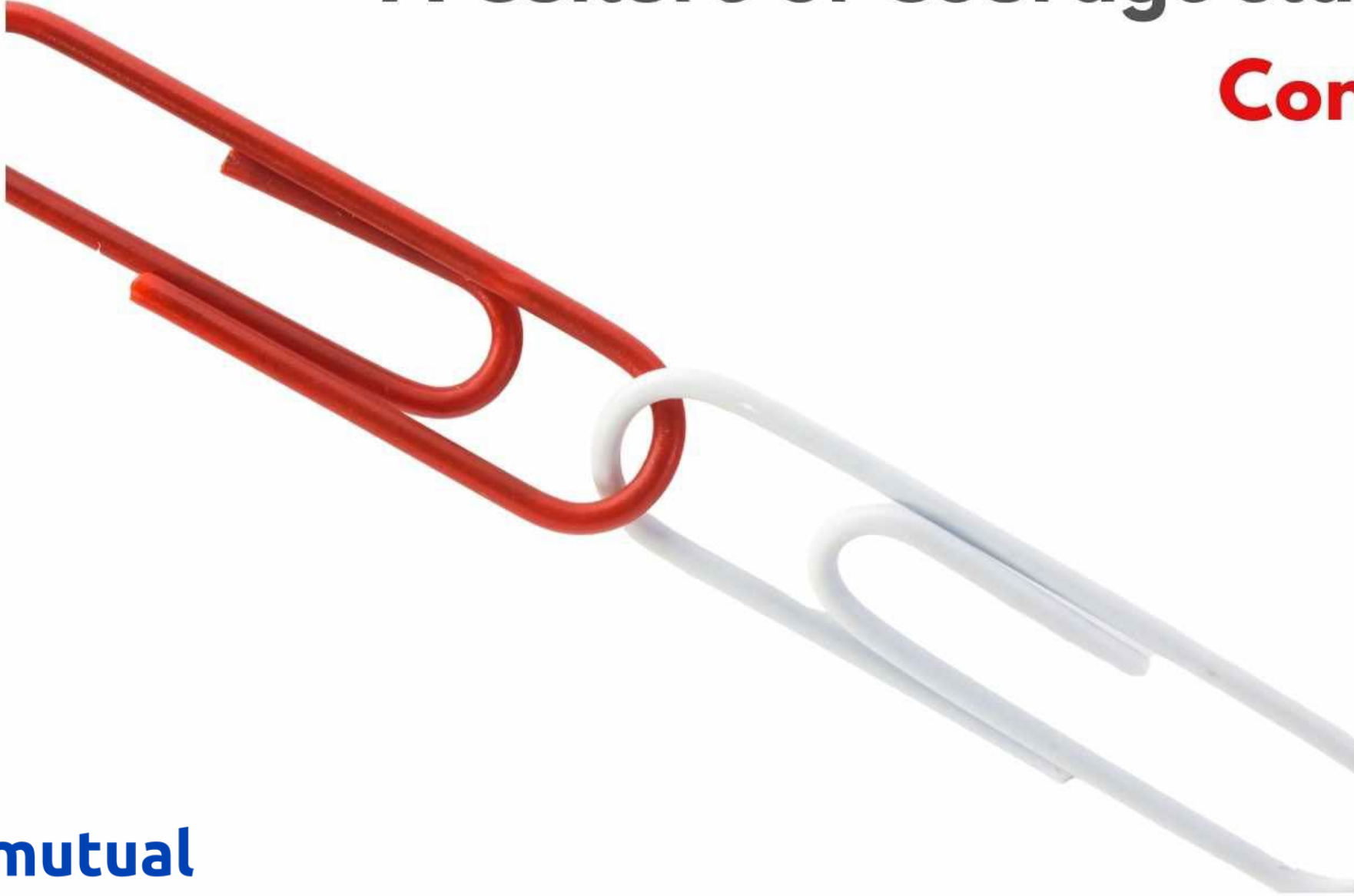
A Authenticity

G Gratitude

E Empathy

Culture of Courage

A Culture of Courage starts with **Connection**



We are hardwired to connect with others, it's what gives purpose and meaning to our lives, and without it there is suffering.

Brené Brown

A heart shape is drawn in the sand, composed of three overlapping heart outlines. The sand is a warm, golden-brown color, and the background shows gentle waves of the ocean under a soft, warm light, suggesting a sunset or sunrise.







The power of human
connection

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Connection Top Tips:

1. Be intentional
2. Maximise in-office days
3. Get creative and have fun

Culture of Courage

- C** Connection
- O** Outward Focus
- U** Unity
- R Resilience**
- A** Authenticity
- G** Gratitude
- E** Empathy

Resilience comes as we do the
journey **together**



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“Ur so strong and amazing! Push through you got this!”

Me pushing thru:



medical+memes

Resilience

- 1. The ability to spring back into shape; elasticity**
- 2. To grow stronger over time through challenging events**













Resilience Top Tips:

1. Have a daily mindset
2. You can't do it alone
3. Requires proactive organisational investment

Culture of Courage

- C** Connection
- O** Outward Focus
- U** Unity
- R** Resilience
- A** Authenticity
- G** Gratitude
- E** Empathy



Empathy involves **expanding** our understanding
of another person's point of view.







Empathy Top Tips:

- 1. Cultivate Curiosity**
- 2. Allow space to talk about non-work issues**
- 3. Consider how another person sees the world and what they might need**

C Connection
O Outward Focus
U Unity
R Resilience
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G Gratitude
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Culture of Courage

Top 3 Takeaways

- 1. Hybrid workplaces are here to stay**
- 2. Get intentional about cultivating a culture of courage in your workplace**
- 3. If in doubt, connect**

Culture of Courage



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