

*Sarah*  
MORSE

DAY  
1

# What is Culture

# *What is Culture*

**THE WAY WE DO  
STUFF AROUND HERE**





*Sarah*  
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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

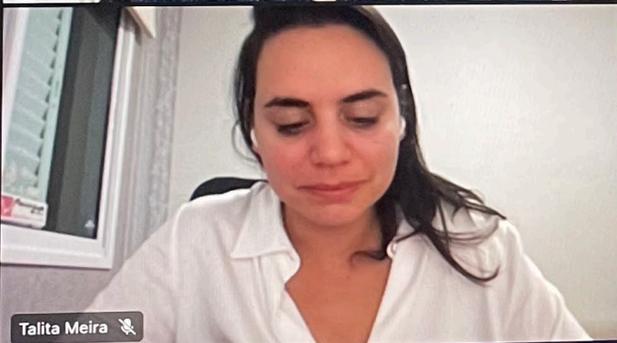
When the return to the **familiar** feels unexpectedly **foreign** because **you** have changed.





39:12

People Chat Reactions Apps More Camera Mic Share Leave



MacBook Pro

NEW DIGITAL



**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

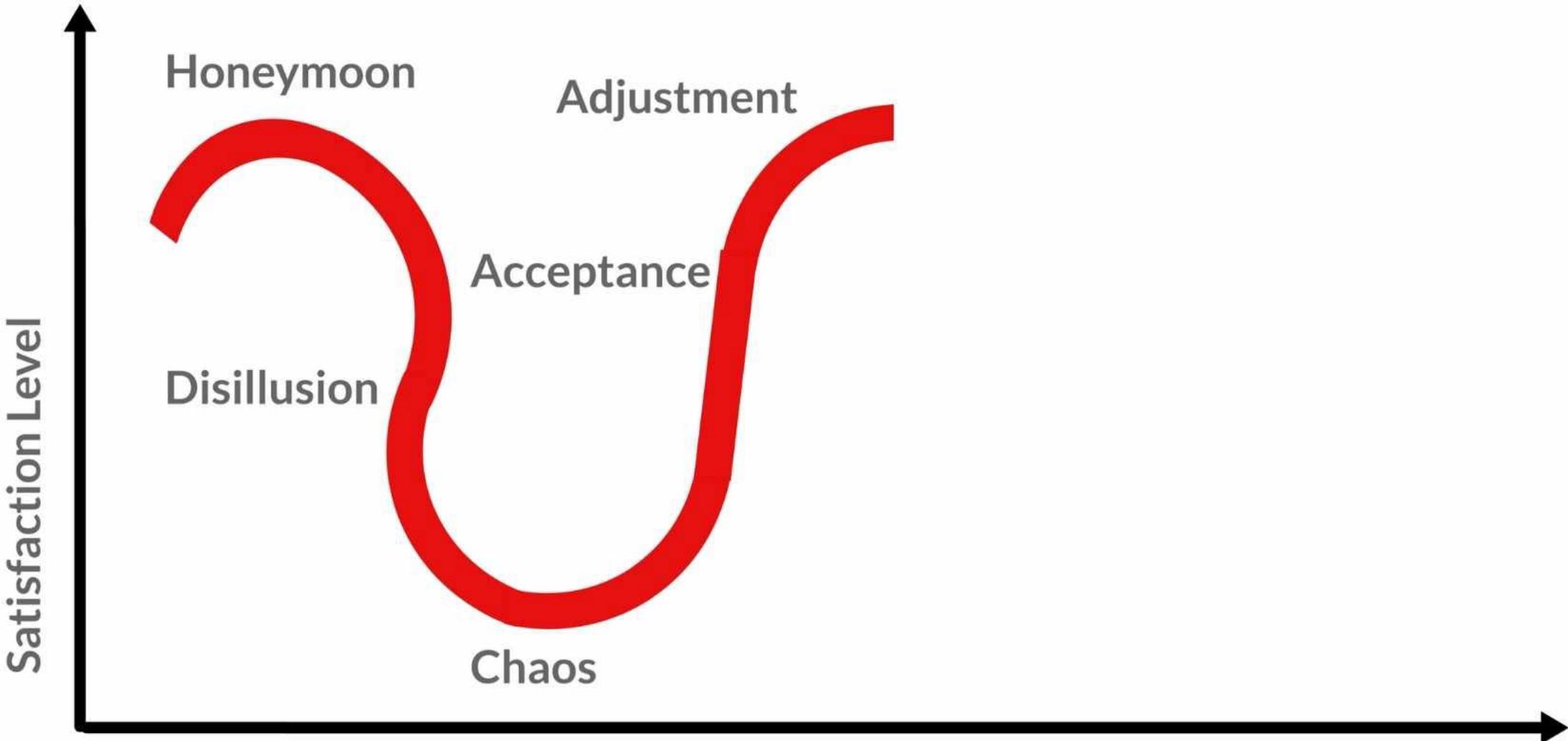
**50%**

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:**



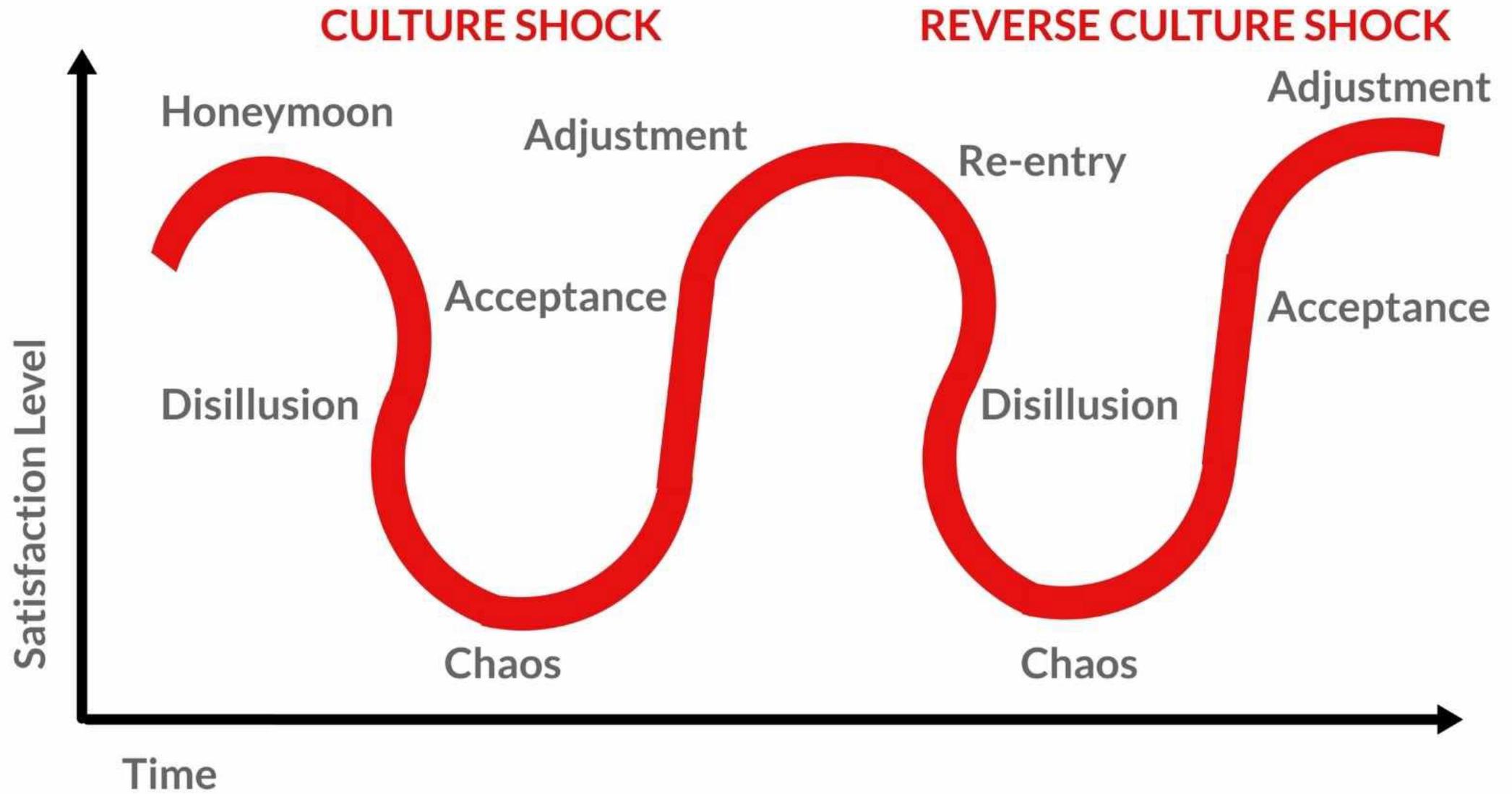
**WHEN YOUR  
BOSS EMAILS  
YOU AND  
ASKS TO HOP  
ON A QUICK  
VIDEO CALL.**











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



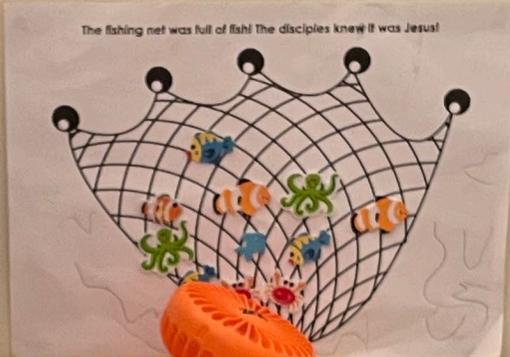
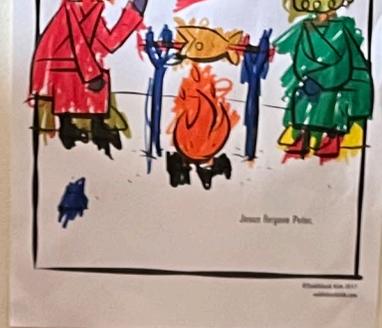
WHAT I THINK I DO



WHAT I ACTUALLY DO







**Challenges of a**

*Hybrid Workplace*

**C Connection**

**O Outward Focus**

**U Unity**

**R Resilience**

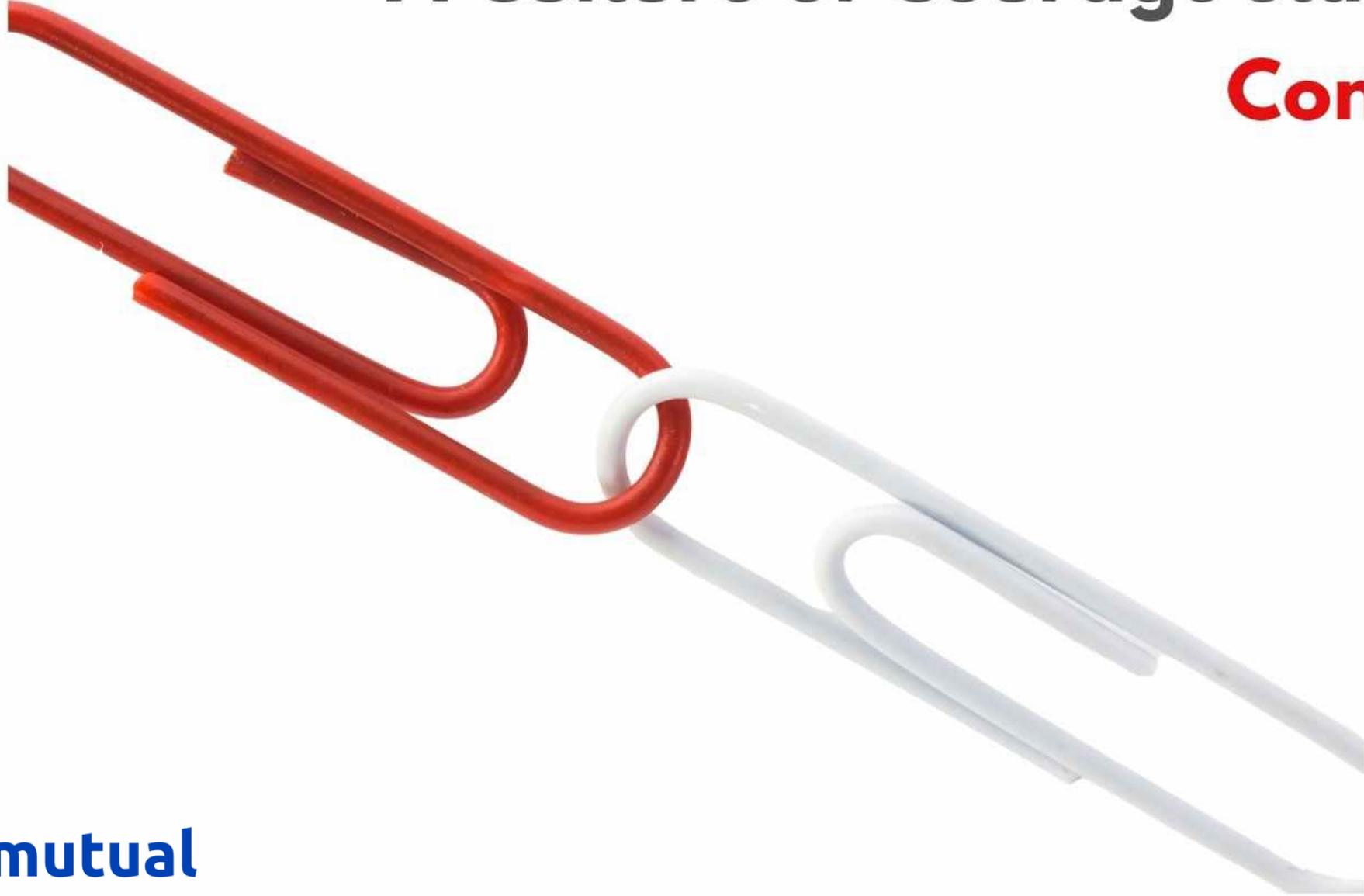
**A Authenticity**

**G Gratitude**

**E Empathy**

*Culture of Courage*

# A Culture of Courage starts with **Connection**



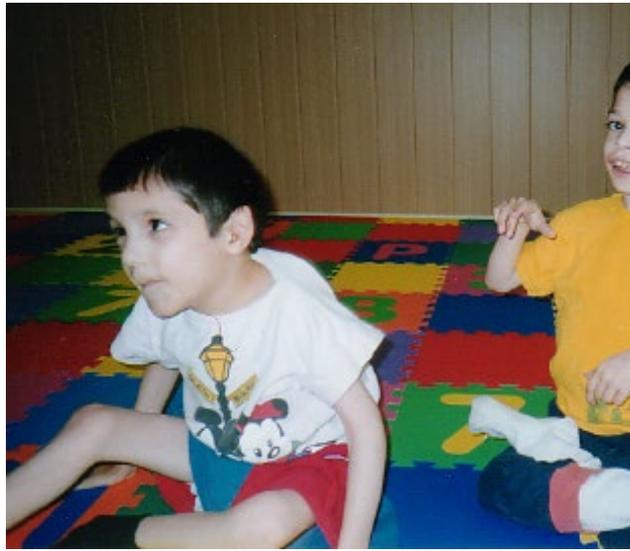
*We are hardwired to connect with others, it's what gives purpose and meaning to our lives, and without it there is suffering.*

*Brené Brown*

A large heart shape is drawn in the sand on a beach at sunset. The heart is composed of a thick, textured line of sand. The name 'Brené Brown' is written in a black, sans-serif font inside the right side of the heart. The background shows the ocean waves and the golden light of the setting sun.







The power of human  
connection



*Sarah*  
MORSE



## 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:



# 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
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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*

