Senior Leaders

Senior Leaders + Managers & Team Leaders

Senior Leaders + Managers & Team Leaders + Individuals



1. PHYSICAL AND PSYCHOLOGICAL SAFETY

A safe, respectful workplace free from harm where individuals feel secure, able to speak up, and prevent problems without fear.



2. MEANING AND PURPOSE

Employees find meaning in their work and feel a connection to a larger purpose, aligning their work with the organization's mission and their individual calling.



9. REAL-TIME MEASUREMENT

Effective feedback systems track progress

regularly, enabling continuous improvement

and ensuring transparent, data-driven

efforts to enhance workplace joy.

8. WELLNESS AND RESILIENCE

Organizations support employee wellness and resilience through stress management, work-life balance, mental health resources, and a system-wide commitment to wellbeing.



7. DAILY IMPROVEMENT

Teams focus on daily opportunities for improvement, applying improvement science to implement changes that enhance processes and systems continuously.



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3. CHOICE AND AUTONOMY

Individuals have choice in their work, feel empowered to make improvements, and influence decisions affecting their daily responsibilities.



4. RECOGNITION & REWARDS

Employees and teams receive regular, meaningful recognition of contributions from leadership, acknowledging achievements, celebrating outcomes, and fostering camaraderie.



6. CAMARADERIE AND TEAMWORK

Social cohesion is built through trust between employees and leadership, mutual support, and teamwork toward meaningful goals, fostering strong relationships and collaboration.



5. PARTICIPATIVE MANAGEMENT

Leaders create space to listen, understand, and engage employees in decision-making, ensuring clear communication, consensus building, and collaboration from the start of initiatives for shared success.



