Culture Analytics Report

Rebuilding & Pivoting By Prioritizing Culture Data

Prepared By:
Boost Innovation

LET'S LOOK AT THE BASICS.

18%

Of the over 1000 businesses we polled had a method to measure the health of their culture.

100%

Of those that said they measured culture, identified some form of survey or interview data as their main source of information.

46%

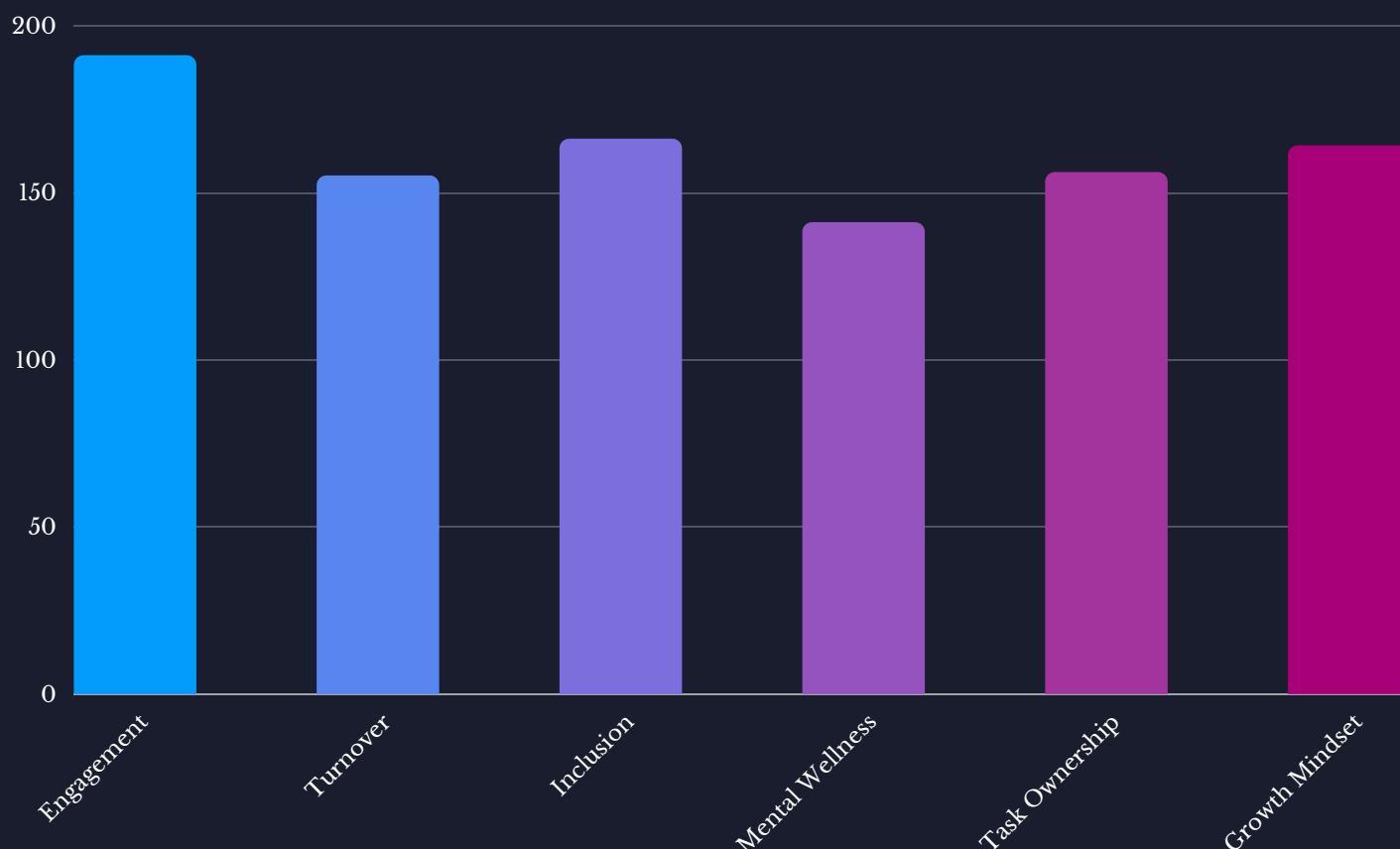Of them said that they felt that this data was helping them to drive change effectively.

THE CHALLENGE

We need to be better than survey data allows in order to leverage culture in order to increase performance of groups and enhance quality of life in the individuals in them.
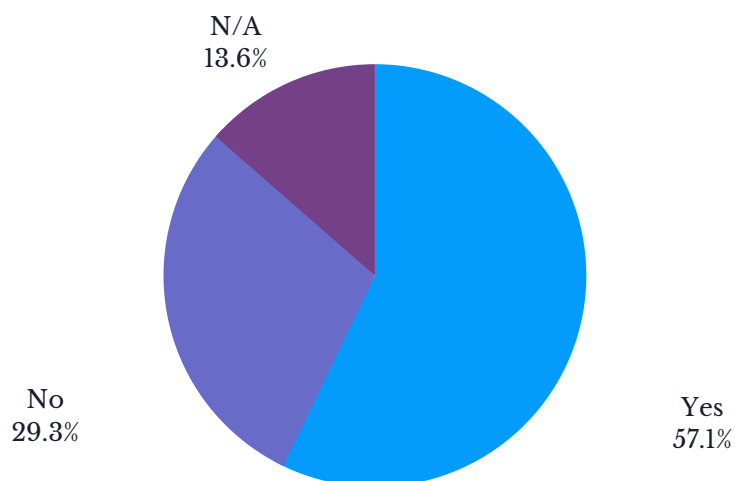
CULTURE NEEDS FROM THE DATA

Our View

We asked employees at over 1000 businesses to prioritize 20 aspects of culture that they feel need to be improved upon at work. Above are the top 6.

To the right you'll see responses to the question: "If you were to leave, would workplace culture be the main factor?"


N/A
13.6%

No
29.3%

Yes
57.1%

WORKPLACE MOTIVATORS OVER TIME

Measuring 3 Culture Factor Priorities

Over 1 year, compensation quickly passes two key culture factors when the culture is weak/negative.

After just over 6 months, weak/negative culture will lead to compensation being less impactful on organizational committment.

Legend:
- Compensation
- Culture
- Freedom

X-axis: 3 Months, 6 Months, 1 Year
Y-axis: 0, 20, 40, 60
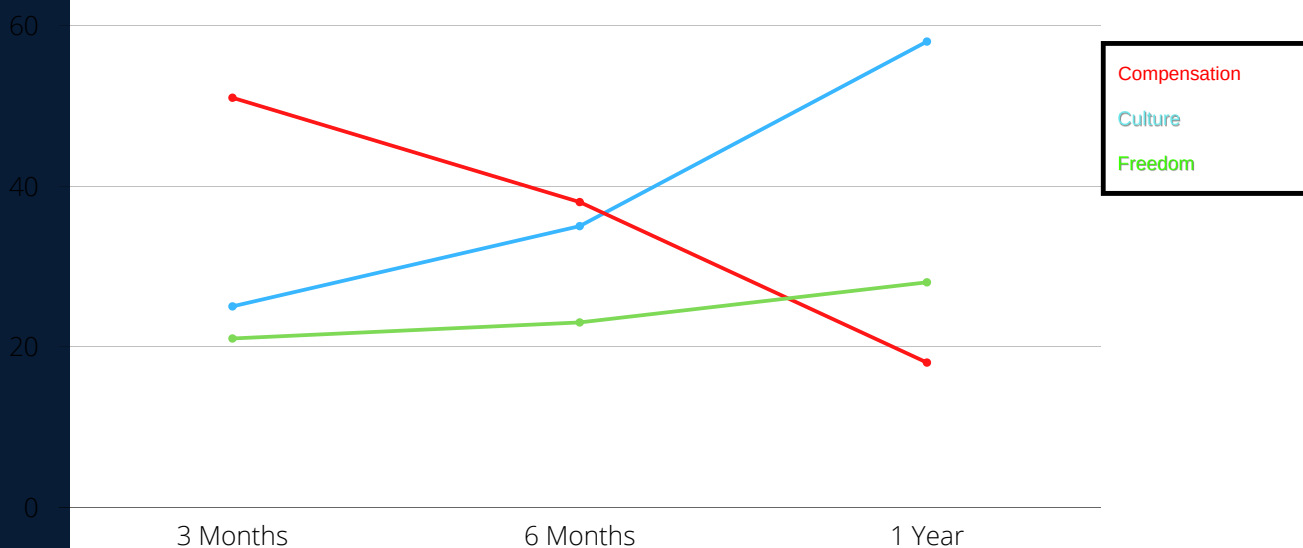
EXPENSES

Below are figures on basic turnover costs in the hospitality industry (hotel) for reference if a single wait staff, line cook, clerk, and front office staff member leave.

Wait Staff	$1332
Line Cook	$2077
Clerk	$3383
Front Office Staff	$5688
Total Expenses	$12,480 (US)

*Figures from a 2006 study by Timothy Hinkin and Bruce Tracey of Cornell University

COST REDUCTION & PERFORMANCE

When Recovering & Pivoting We Must Prioritize Our Culture

It is becoming more and more clear that the companies that survive, and thrive, in 2021 and beyond are going to build culture as their key tool for improving their bottom line and growth.

Mckinsey wrote on June.8th.2020 that reimagining key processes and policy is key moving forward, often with the input of employees.

Poor culture and high real-estate overhead will be two things that we see sinking organizations who refuse to take a transformational approach to their business.

Ensuring that meetings and change-based conversation have the right people at the "table" will be key. (See our "Workplace Culture Check In) for enhancing conversational effectiveness.

Key Points

- There are well documented and real costs with poor culture that fall direct on the bottom line.
- Compensation will only outweigh poor workplace culture for so long.
- Data being collected to drive change is minimal and ineffective.
- The right people must be involved in conversations, and have the right mindset for growth and change.
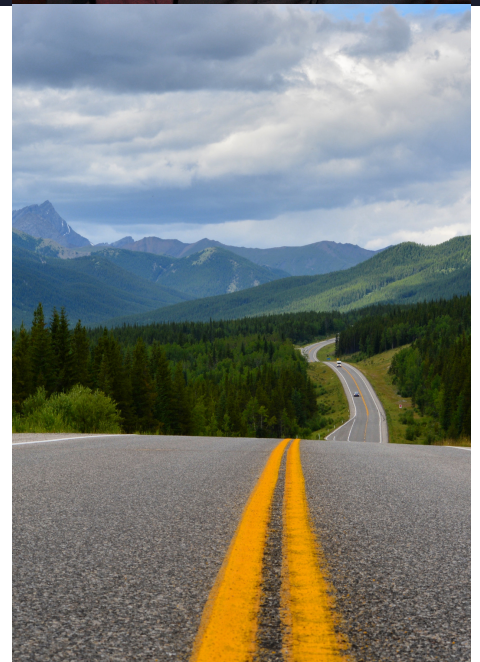
"All organizations, without exception, need to identify ways to enhance performance from a people-first standpoint. Full stop."

Future Action

Using data to drive specific culture change is necessary for any business that wants to survive and thrive in the coming months and years.

There is no room for fixed mindset, in-attentive, or uncaring approaches to culture anymore. It is a choice that all leadership must make and everything points towards positive outcomes for those who choose to grow their culture.

Resources

Useful tools, and more information on us, just for you.

CULTURE GROWTH CHECK IN

- ☐ Learnability
- ☐ Empathy
- ☐ Authenticity
- ☐ Adaptability
- ☐ Resilience
- ☐ Task Switching
- ☐ Open-Mindedness
- ☐ Situational Awareness

- ☐ Selflessness
- ☐ Decisiveness
- ☐ Humility
- ☐ Humour
- ☐ Conscientiousness
- ☐ Perseverance
- ☐ Discipline
- ☐ Compartmentalization

At the start of every meeting, zoom call, etc, rank yourself from 1-10 on this list.

Have every member do the same. Having at multiple people at the "table" with over a **7** in all of these areas is a must.*
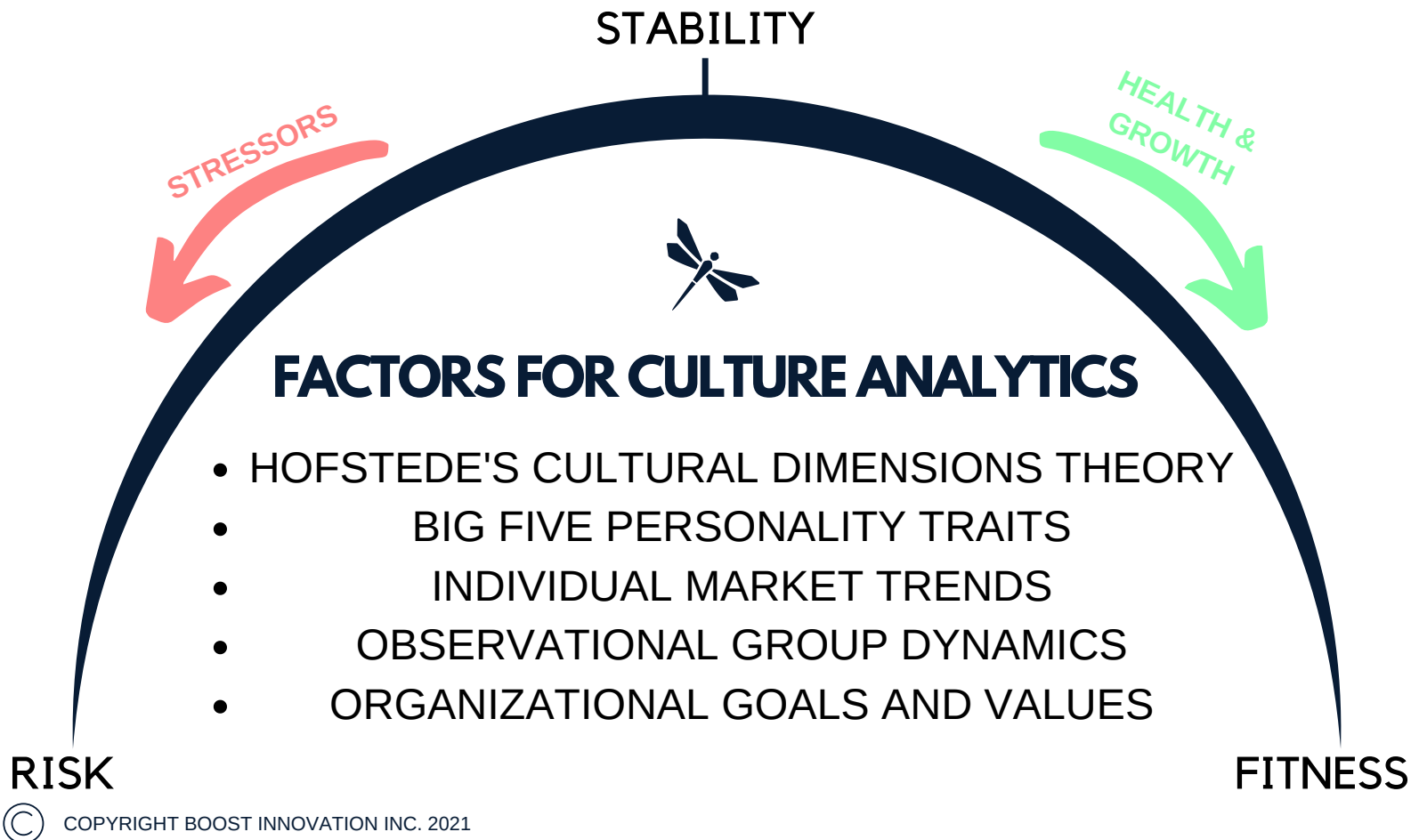
If you don't have it, growth and change will be fragile, if implementable at all.

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This check in is 1,000,000% more impactful when psychological safety and common goals are strong amongst those participating. Trust first, self evaluate second.

THE BOOST INNOVATION CULTURAL FITNESS MODEL FOR BUSINESS

STABILITY

STRESSORS

HEALTH & GROWTH

FACTORS FOR CULTURE ANALYTICS

- HOFSTEDE'S CULTURAL DIMENSIONS THEORY
- BIG FIVE PERSONALITY TRAITS
- INDIVIDUAL MARKET TRENDS
- OBSERVATIONAL GROUP DYNAMICS
- ORGANIZATIONAL GOALS AND VALUES

RISK

FITNESS

This model conceptualizes how quickly organizational culture can slip toward risk when it is just "stable" and how challenging it is to go towards risk with high levels of "fitness".

Cultural fitness is made up of high levels of growth related metrics in data based on the factors above.

For more information, contact us today.

THE TRULY BEAUTIFUL LEARNING COMES IN THE CHAOS WHERE ART AND SCIENCE MEET FEAR AND PAIN.

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THE GRW PROJECT PATH TO TECH

2019

REALIZING CONSULTING DOESN'T SCALE

2018

CONSULTING IN PERFORMANCE AND CULTURE

2019

DEVELOPING AN ACCURATE AND EFFECTIVE CODING METHOD/ALGORITHMS

2020

PROVING THE CONCEPT IN MULTIPLE SETTINGS MANUALLY

2021+

HIRED DIRECTOR OF TECH WHO'S MAPPED THE SOFTWARE & COSTS

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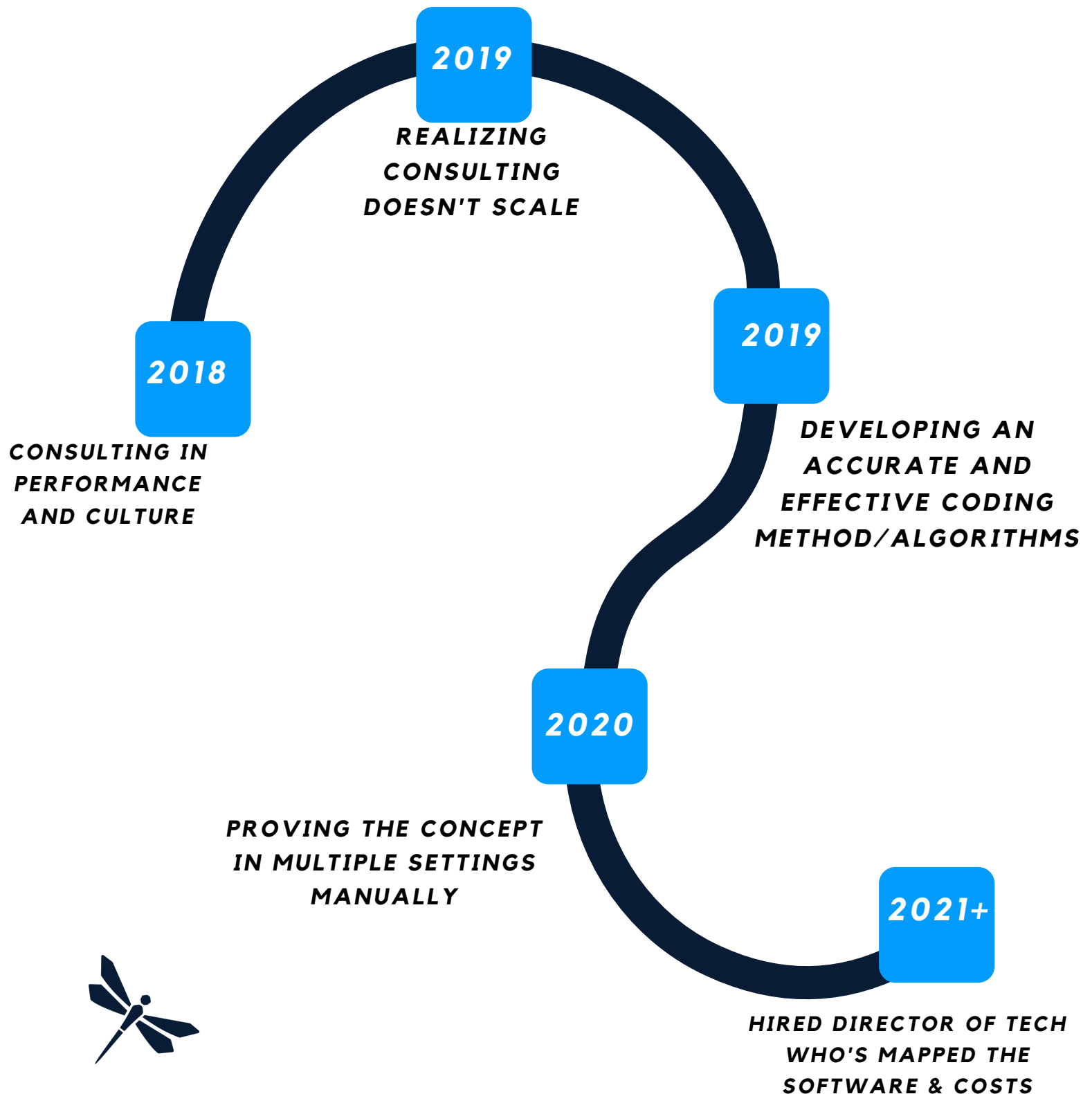
GRW PROJECT CULTURE ANALYSIS

INNOVATIVE SCIENCE FOR CULTURE GROWTH

With the difficulties of the past year, this analysis seeks to measure the overall culture of a group, and how it can be improved in order to benefit both staff and customers. Without identifying or focusing on any individual member, we can improve the group using everyday behaviours.
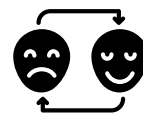
Collecting Culture Data

We observe the group, only identifying behaviour with codes that keep the staff anonymous.
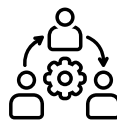
Organizing and Analyzing

We organize the results in order to align with values of the business and create action items.

Implementing Cultural Change

After identifying various aspects we assist in implementation and training of the needs of the organization.

Cutting edge analysis!

Nobody else is providing analysis that is this comprehensive and impactful for businesses of all sizes. A "Boost Healthy Culture Certificate" is provided for businesses that have healthy workplace culture.

FLW PROJECT ANALYSIS

THE INNOVATIVE NEW TOOL FOR MEASUREMENT OF TEAM MEMBER CULTURE, STRATEGY AND TACTICAL "FIT".

Your team is a dynamic group where alignment to team culture, along with comprehension of strategies/tactics, can make or break your success. Start measuring these important things now to build increased foundations for achieving high performance. Price: $500/team

Share Values, Tactics & Strategy
Send us team values, tactics, and film of actions/strategy so we can build the custom program.

Have Members Complete Analysis
Members each complete video and personality analysis online through a link provided..

Receive Custom FLW Report
FLW Report includes areas of high fit, low fit, and tactic/strategy comprhension.

The Most Innovative Tool For Building High Performing Teams Based On Putting People First

Join teams from around the world with this early access opportunity to the beta version of the FLW software, and recieve a discount on the final product (release date Dec.2021)

BOOSTING RESILIENCY

This course is designed for sport teams who wants to develop the ability to withstand that constant force around them without getting completely swept downstream. Like all Boost Institute courses, it is science-based, artistically delivered, and specific to your group and guaranteed to provide impactful performance training on mindset, breathing, and preparation.

If you want to be proactive about performance and wellness in sport, this is the launchpad training for you!.

More Info:
- 5 Modules: 45-60 minutes per module.
- Module Topics
  - Learning By Listening To Your Body
  - Maintaining Focus During Stress & Change
  - Communicating When Receiving Feedback
  - Ego and Performance
  - Learning During Tough Conversation
- Formats: full day, two half days, or by introducing a single module per day over a specified period.
- Cost: $1500 (ask us about team discounts)

This doesn't claim to have "hacks" or "tricks" to make those who take it better.
Instead, it spends time getting to know you, and then teaches you the science that gives you increased capacity to *train* resilience every single day.
It was great for our culture and we reference what we learned all the time.

MATT, HIGH PERFORMANCE COACH (CHEERLEADING)

WE WILL HAPPILY WORK WITH YOU TO DELIVER THIS TRAINING ONLINE OR IN PERSON

FOR MORE INFORMATION GO TO BOOSTINSTITUTE.CA/BOOSTINGRESILIENCY

FOR MORE INFORMATION ON HOW TO BUILD YOUR CULTURE DATA, AND USE IT TO GROW YOUR ORGANIZATION, CONTACT US TODAY!

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