

Beat: Lifestyle

## **Book on EMPLOYEE - FRIENDLY WORKPLACE CULTURE**

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**USPA NEWS** - How can Companies fight Conformity ? By encouraging Employees to be Themselves, to be Authentic and use their Strengths. Employees are also expected to choose the Activities that best allow them to contribute to the Organization and to express their Signature Strengths. They may decide to expand or share their Responsibilities. Personal Interests and Qualifications take Precedence. There is no Downside to encouraging Employees to be true to themselves and to use their Signature Strengths. There is only this Upside : a more Engaged, Productive, Innovative Workforce.

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A Winning Workplace Culture doesn't happen by Chance. Nor can it be forced. For some, it carries the Stamp of a Strong Leader; for others, it's more of an Institutional Thing that involves Planning and Careful Nurturing. Common Features of Successful Workplace Cultures include Open Lines of Communication, a Clear Organizational Mission, Careful Hiring, Work-Life Flexibility and Competitive Pay and Benefits. And... Fun.

The Empowered People need to hold Employees Accountable and be Demanding that they do Great Work. But eliminate all those Things about Checking In On People, Dictated Procedures and Manuals and Handbooks. In a Healthy Culture, Employers maintain an Open Dialogue so they 'feel a part of something' all of which creates Loyalty, High Morale and a Strong, Positive Culture.

- 'LA PAROLE LIBEREE EN ENTREPRISE' (The Liberated speech At Work) under the Direction of David AUTISSIER & Jean-Yves GUILLAIN. Preface of Charles LANTIERI. Published by Eyrolles Editions. The Authors go through all the issues Employees and Managers face at Work and in their everyday experience. They also elaborate the Collaborative Management Innovations used, taking as example FDJ (Française Des Jeux - The French Games). From this, we can get a Definition, a Thought and a Feedback from this style of 'Collaborative Economy' so many times mentionned by Media.

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