

Building a Culture Of Equilibrium

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Traditionalist View



Sense of belonging



Growth and purpose



Respect, grace and dignity



Consistency, predictability and rules



Workplace basics

Alternative View

Societal shifts

Backlash to perceived hierarchy of identity and pandering to a liberal agenda

“Normalised” neurodivergence

Neurodivergence becomes a sought after additional perspective in organisational discourse and decision-making processes



Win:Win outcomes

Focus on balancing perspectives not dismissing them or changing views removes the need for someone to be wrong and someone to be right

Increased individuality

There will be less fear of standing out when the prevailing view has been dismantled

Risk Reduction

Less energy is expended on covering, trying to fit in and assimilation

Equilibrium

A step beyond equity towards true belonging

if equality is about giving every the same opportunities and equity is about focusing on comparable outcomes then equilibrium is the natural next step.

Equilibrium recognises that there are many people co-existing in any system e.g. the workplace and simply focusing on individual needs is not the answer to achieve true inclusion and a sense of belonging.

Equilibrium goes beyond equity to recognise opposing views and perspectives creating a space where all are welcome within acceptable societal tolerances regardless of dissent from a majority or indeed minority held view.



Tenets of a Culture of Equilibrium

Meaningful Engagement

Engagement is voluntary and honest without the cloak of anonymity. Divergent views are normalised

Foundational Values

Organisational values are well known and provide the foundation for decisions, interactions and expectations of all employees regardless of seniority. Action and inaction are both defined by the values

Leadership Courage

Leaders practice courage by exploring and sharing their perspectives on topics that are both comfortable and uncomfortable while acknowledging any personal development areas



Empowered Dissent

Safe spaces are cultivated for the expression of divergent views evolving into empowered dissent where psychological safety is the default

Divergence Based Decisions

Significant decisions are not ratified without exploration of divergent view. This represents the opposite of group think

Leadership Commitment

Leaders demonstrate their commitment to the organisational values and to being genuine in their portrayal of their ongoing leadership journey

Measuring a Culture of Equilibrium



- 01** Are your organisational values clearly articulated in the public domain for potential employees, suppliers and clients to explore?
- 02** Are your organisational values part of the formal performance evaluation process for employees?
- 03** Are your organisational values part of the tender process for suppliers?
- 04** Is it usual for your organisational values to be part of the documentation shared during an RFP process with clients
- 05** Does your organisation educate and upskill leaders specifically on conflict resolution and group dynamics?
- 06** Is your workforce representative of a broad range of identities and perspectives which go beyond legislative compliance?
- 07** Is the organisational leadership team representative of the organisational demographics?
- 08** Is the organisational leadership team representative of the society/communities that it operates within?
- 09** Does your organisation report on incidents of values breaches or cultural incongruence either internally or externally?
- 10** Does your organisation provide leaders with ongoing development opportunities designed to equip them with the skills required to deal with crises such as geo political issues, social justice and polarised Politics?

Creating a Culture of Equilibrium



ASSESS

How far away are you from having a culture of equilibrium?



DEFINE

Agree what you have the will to change and define what success looks like



EMPOWER

Empower leaders to role model, peer advocates to engage with colleagues and ALL individuals to share their views



LEARN

Continuous learning is a critical facet of organisational success and matters of DEI are no different. Lessons learnt must be a critical success factor

Thank You
For Your Attention



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About Roianne Nedd

Roianne Nedd is an experienced HR leader, multiple titled author, sought after speaker and empathetic executive coach.

Her experience spans multiple continents and she enjoys working in dynamic environments providing advice and guidance across all functions.

a dual fellow in both Human Resources and Chartered Accountancy she brings a refreshingly practical and proactive perspective to theories of change and organisational effectiveness and corporate governance.



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