



Transforming
company cultures
one step at a time

Questionnaire
Results
March 2023





Thank you!

Hello!

I'm Rachel Bennett, MD of HR Fusion.

I wanted to firstly say thank you so much for completing my questionnaire "Transforming company cultures one step at a time". Your replies were really valuable, and collaboratively it's given me a lot of food for thought on not only such an important subject, but also in helping me to move forward in writing my book.

I promised to share the results with you, which follows in this publication. If you have any questions or observations please do get in touch.

Rachel Bennett

HR Fusion

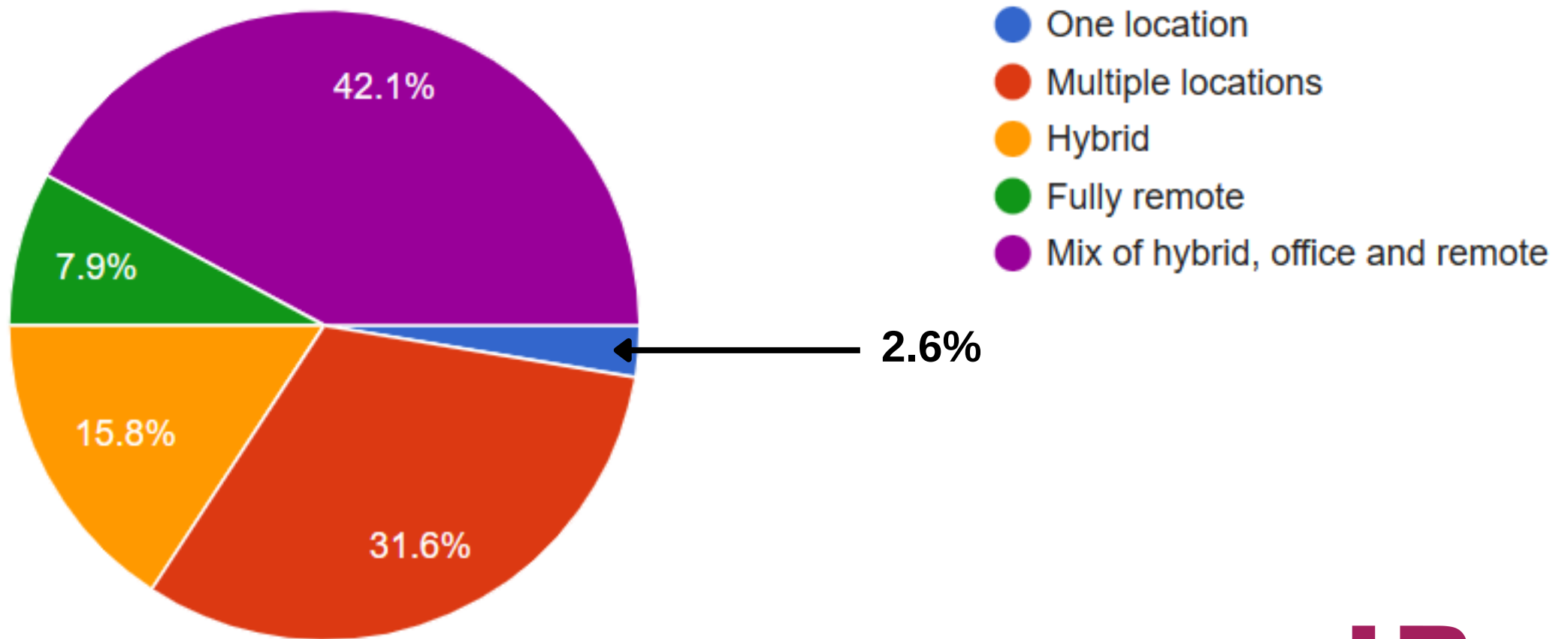
Why not tell
me what you
think?

CLICK HERE

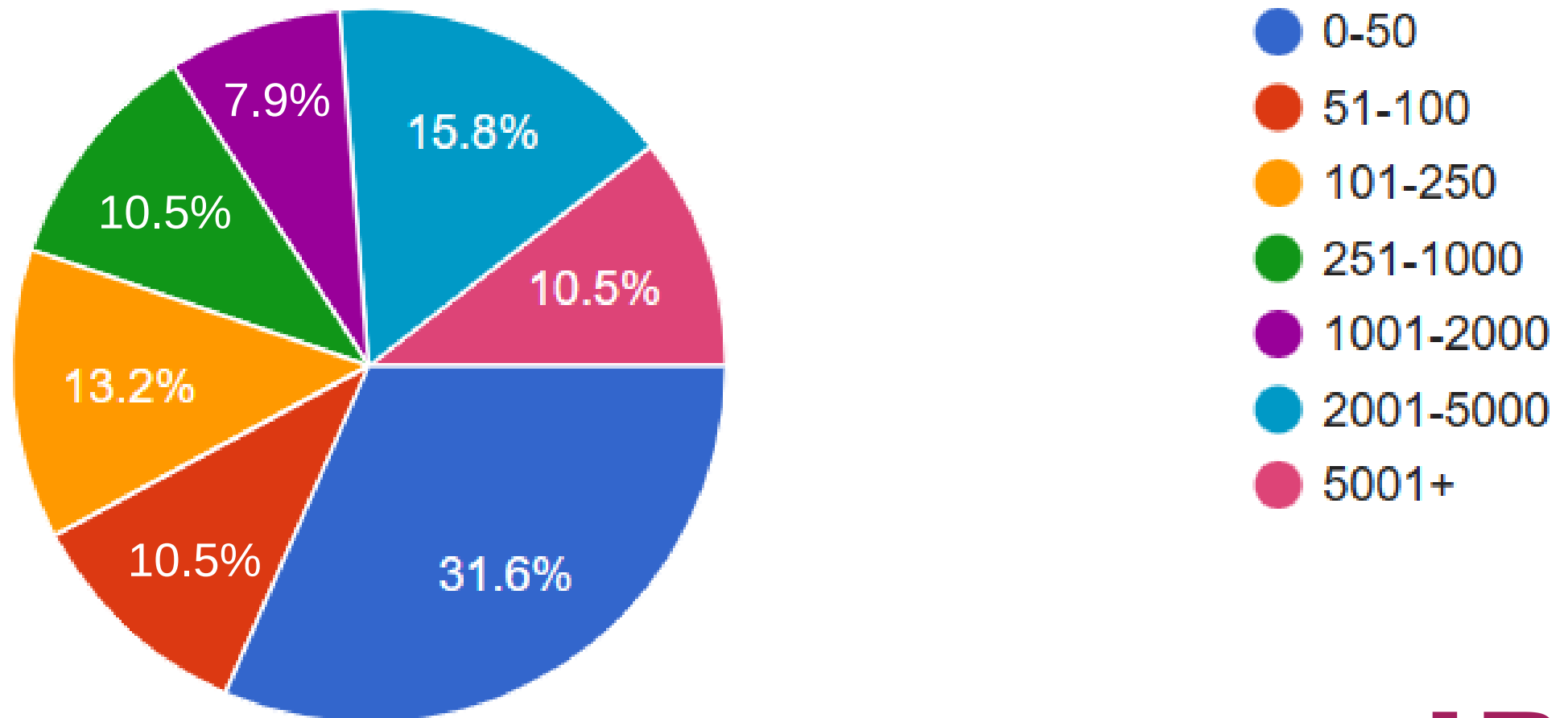


This questionnaire is based
on 38 responses

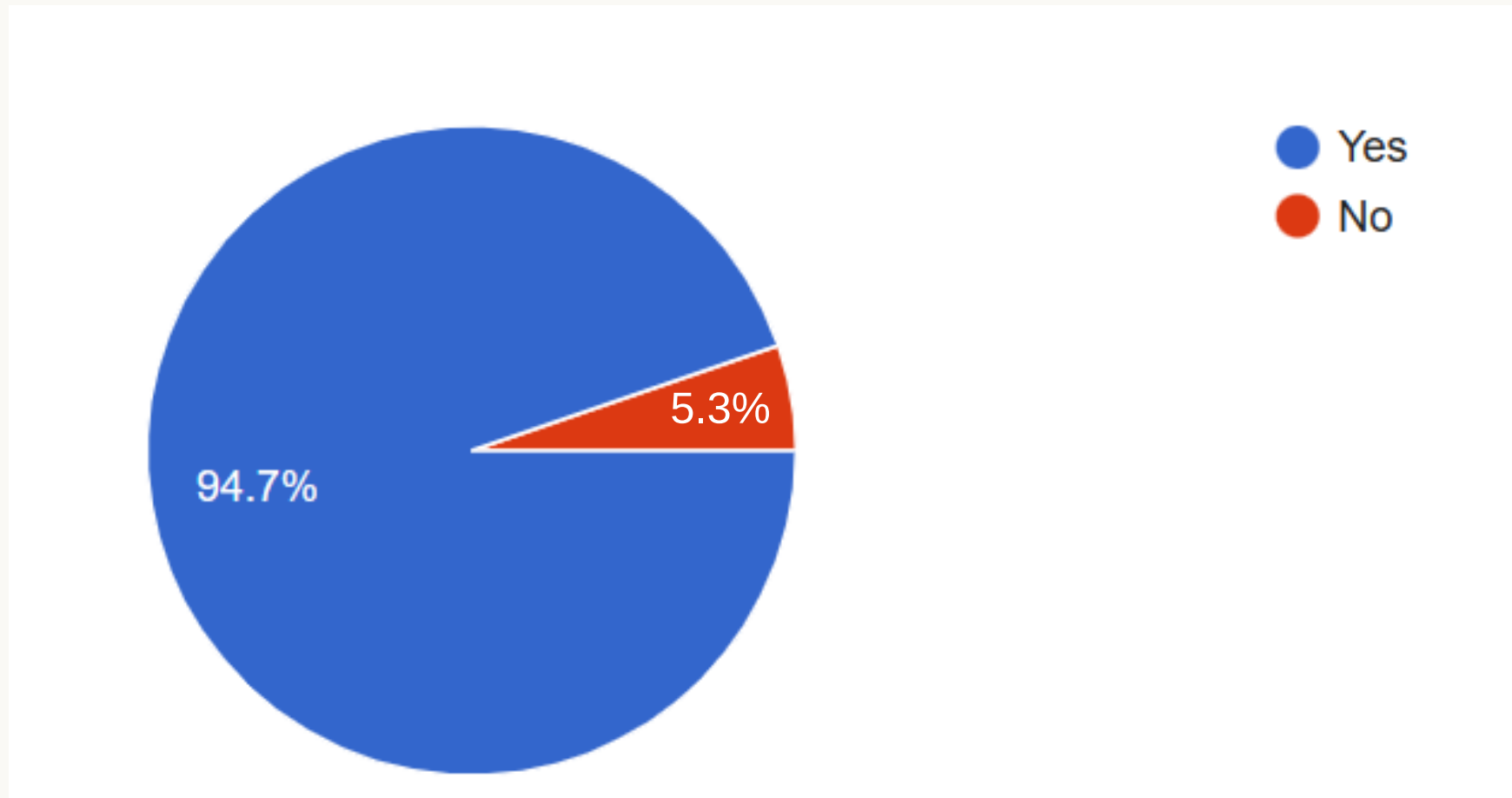
How would you describe the location of your workforce?



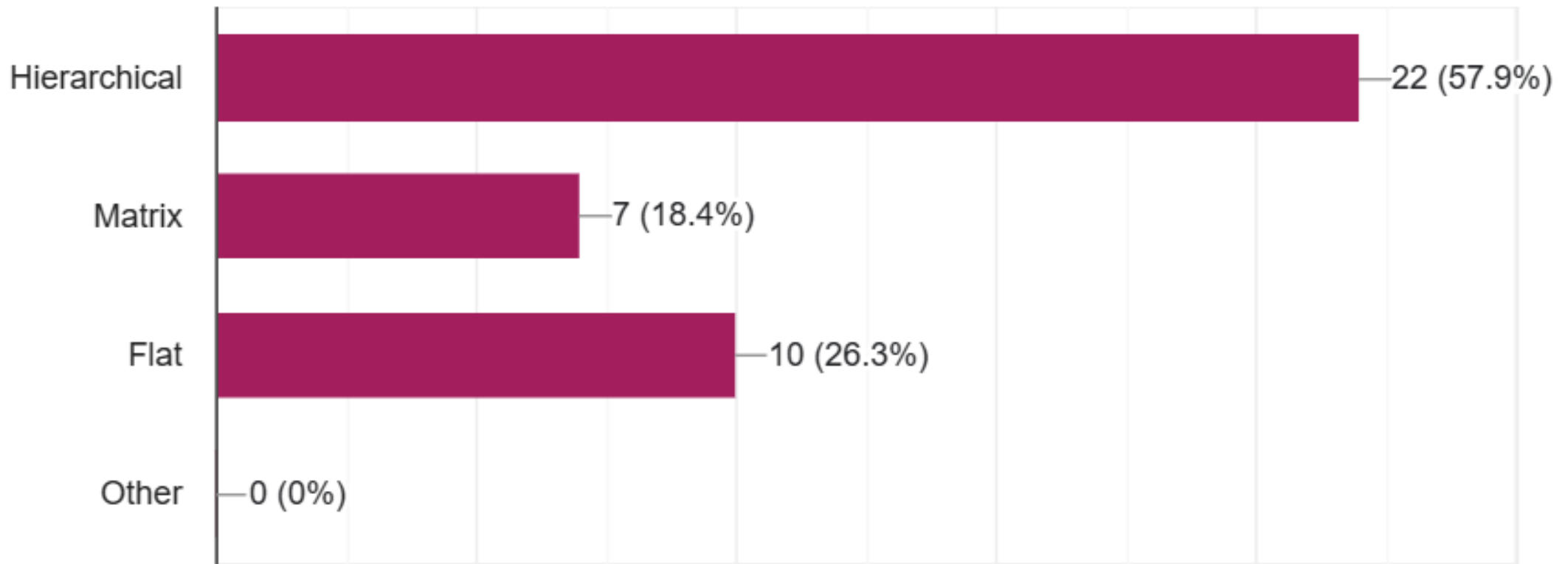
How many employees do you have?



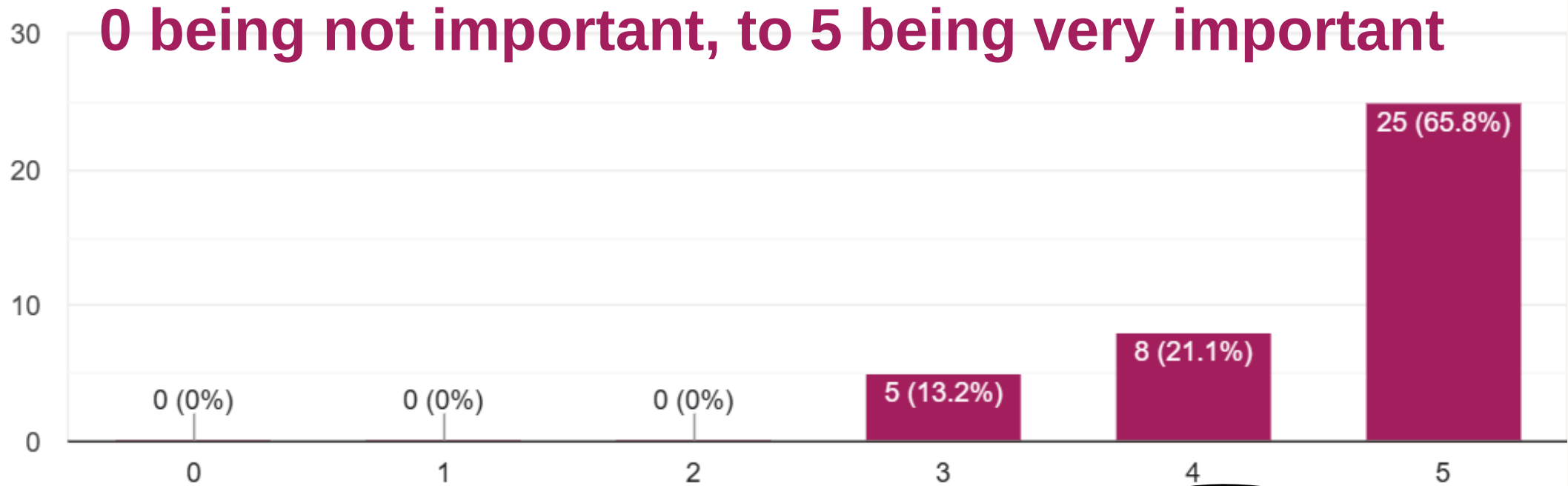
Is your organisation based in the UK?



What is your company structure?



How important is a high-performing culture to your company?



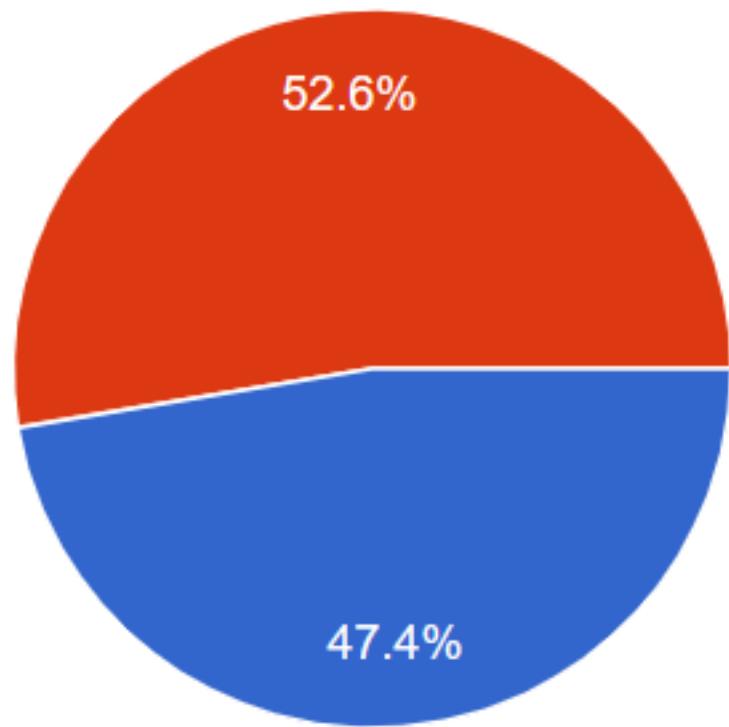
What you said

"Our approach is 'everyone in'."

"Lack of ownership from middle and senior managers."

"It is a collaborative 2 way process."

Where does your organisation culture originate from?



- Employee lead from the masses
- Leadership lead from the few

What you said

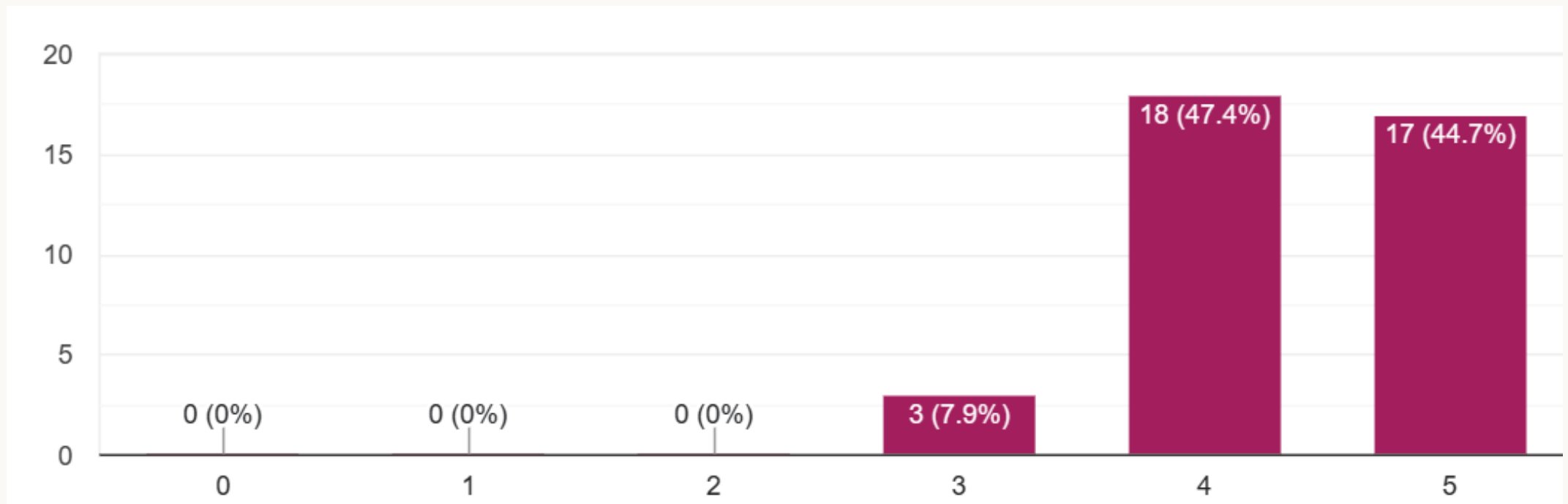
"Actions from Senior Leaders rather than the words spoken"

"The board develops the strategy with the leadership team"

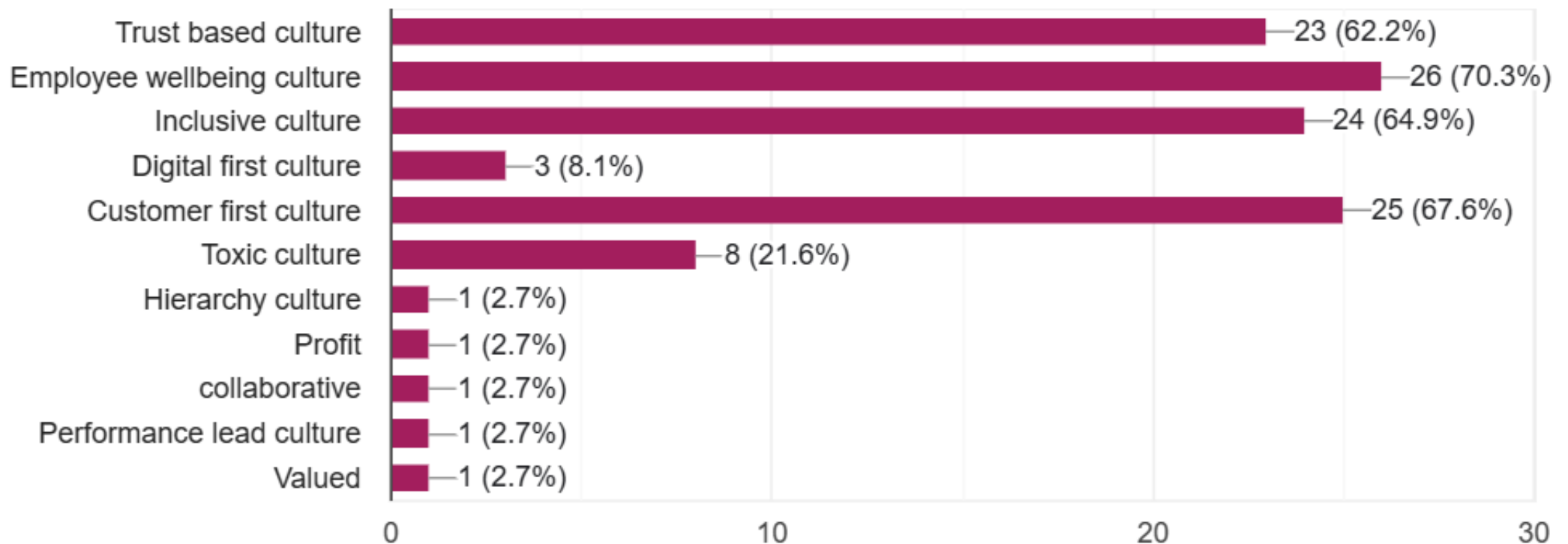
"Everyone. Our approach is 'everyone in'"

How much influence does the Executive team have in relation to culture and performance within the company?

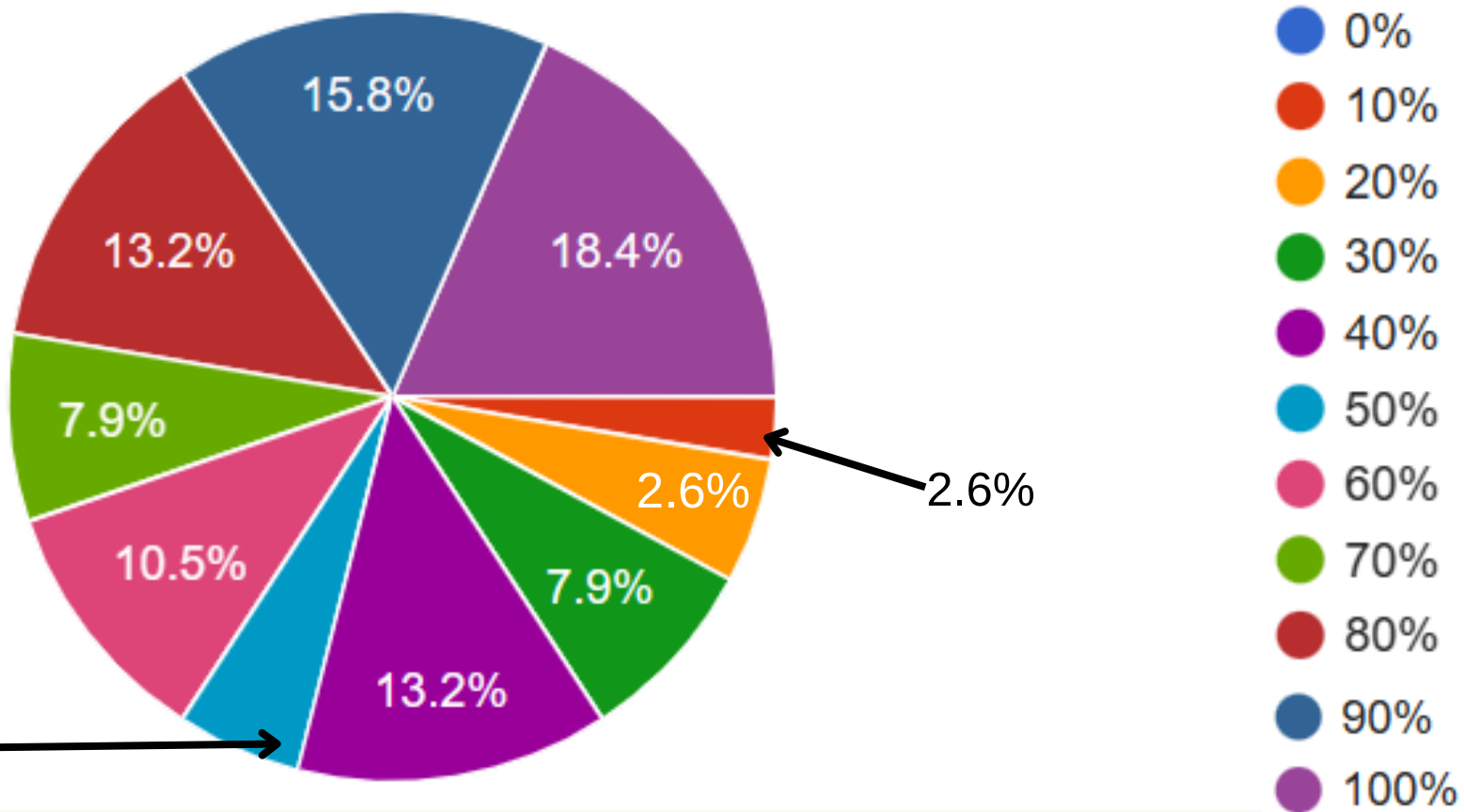
0 being none, to 5 being influential



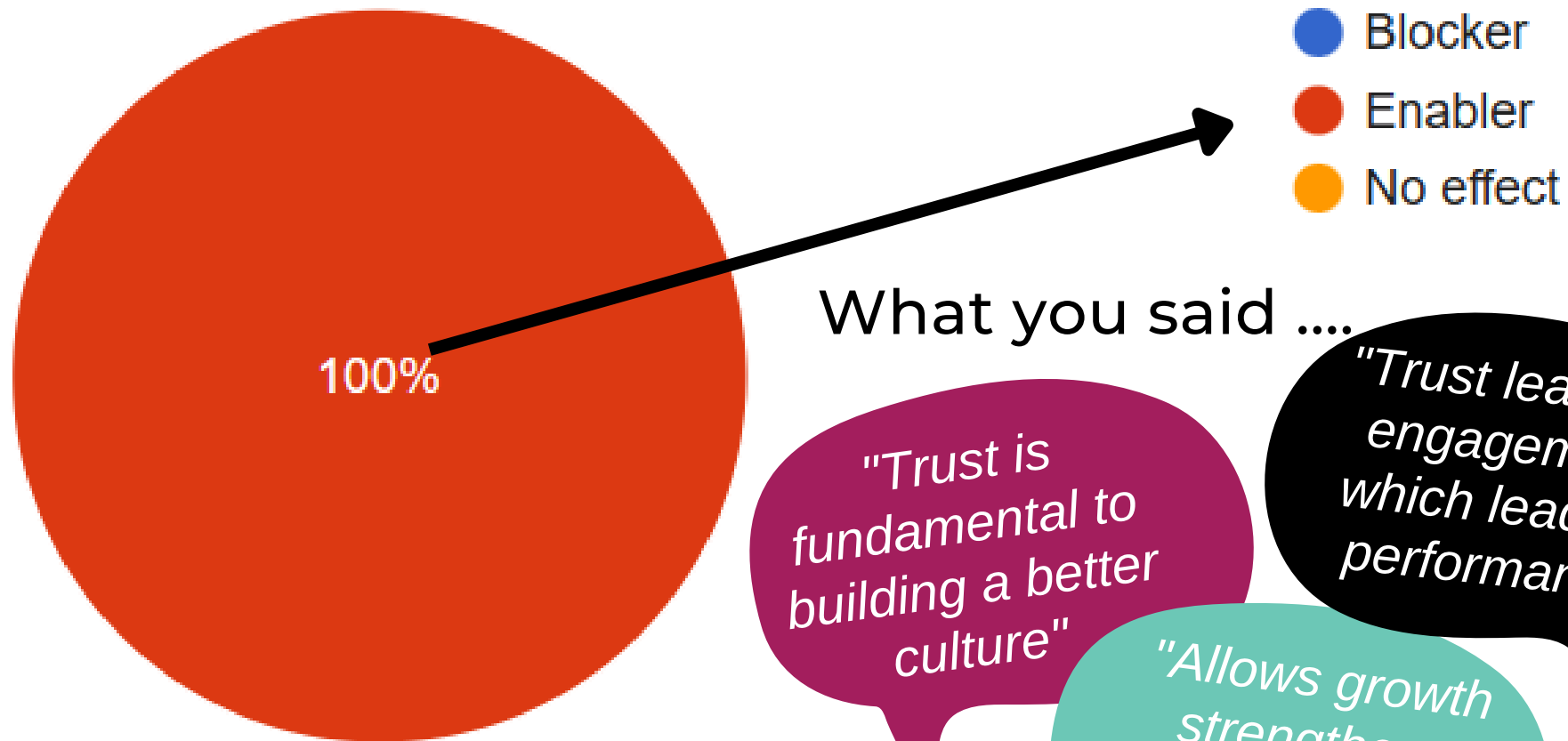
What cultures do you believe exist within your company?



What percentage of your workforce do you believe works within a trust-based culture?



Do you believe working in a trust-based culture to be a blocker or enabler to a high performance culture?



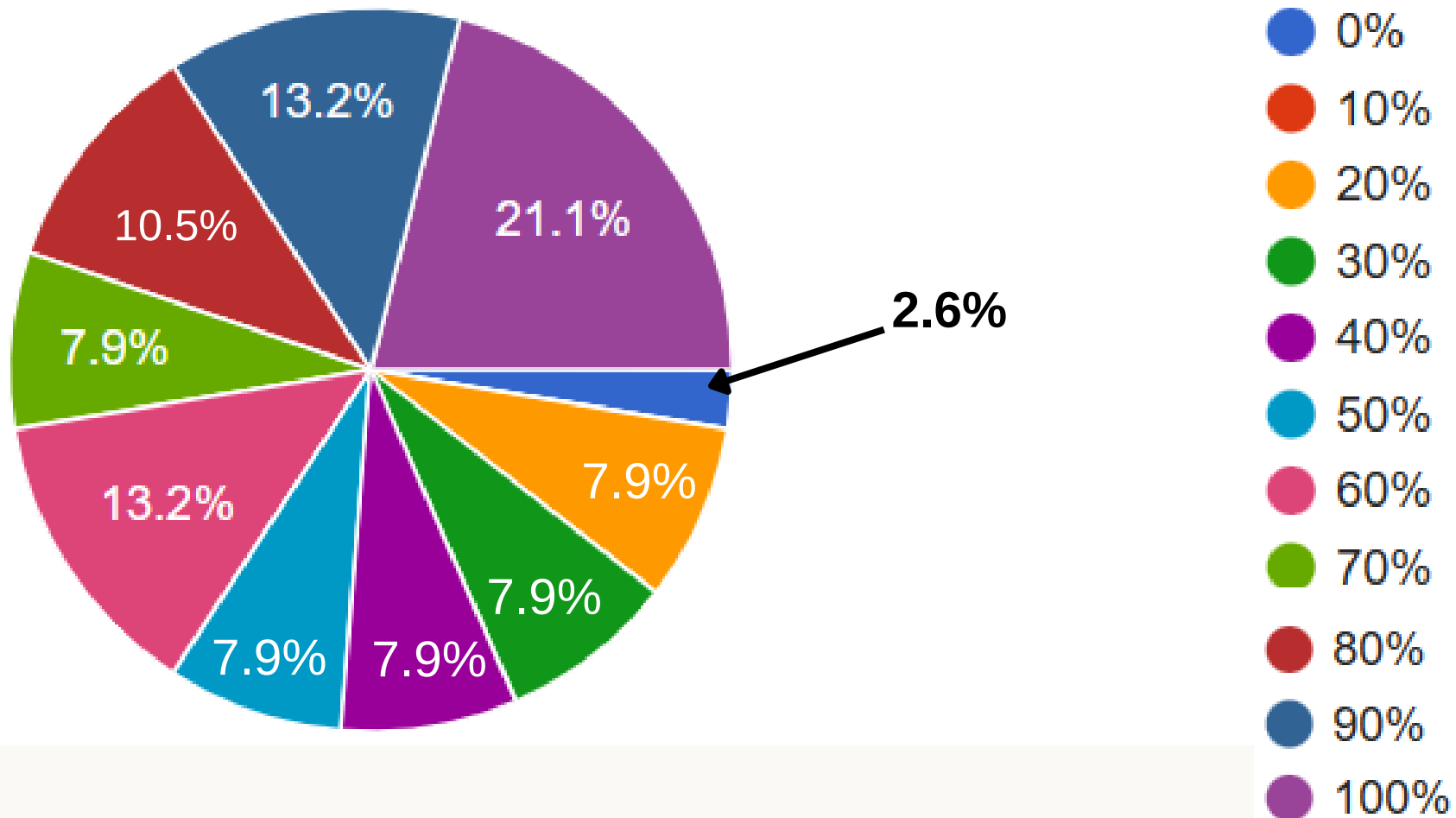
What you said

"Trust is fundamental to building a better culture"

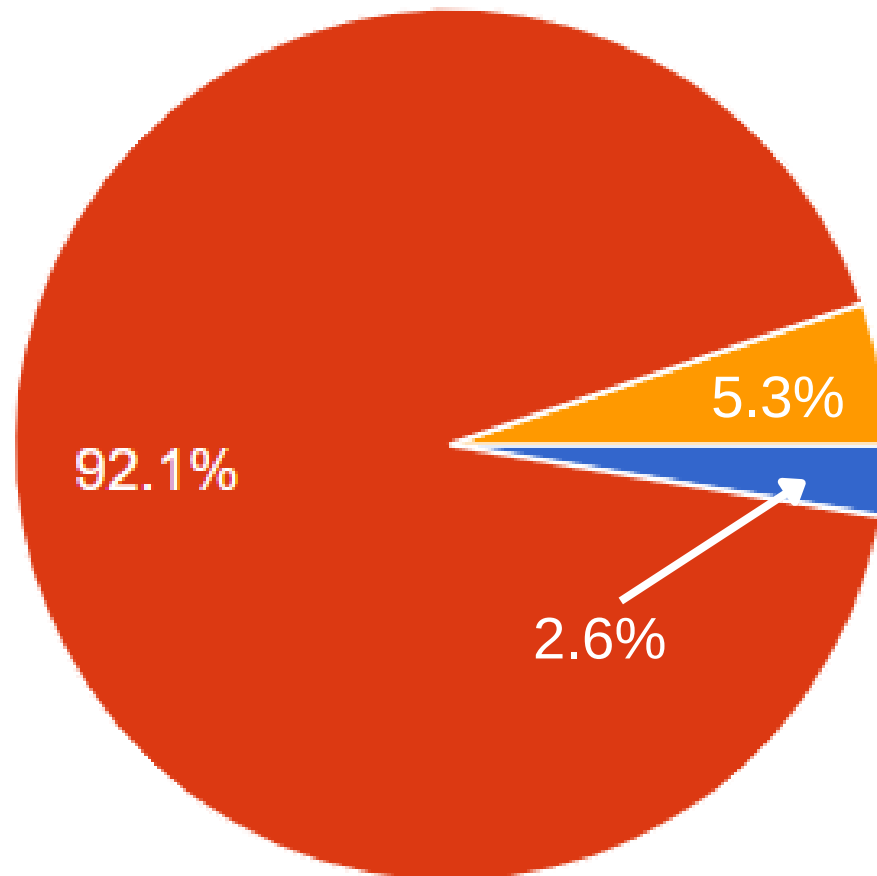
"Trust leads to engagement which leads to performance"

"Allows growth strengthens working relationships"

What percentage of your workforce do you believe works within an employee wellbeing culture?



Do you believe working in an employee wellbeing culture to be a blocker or enabler to a high-performance culture?



- Blocker
- Enabler
- No effect

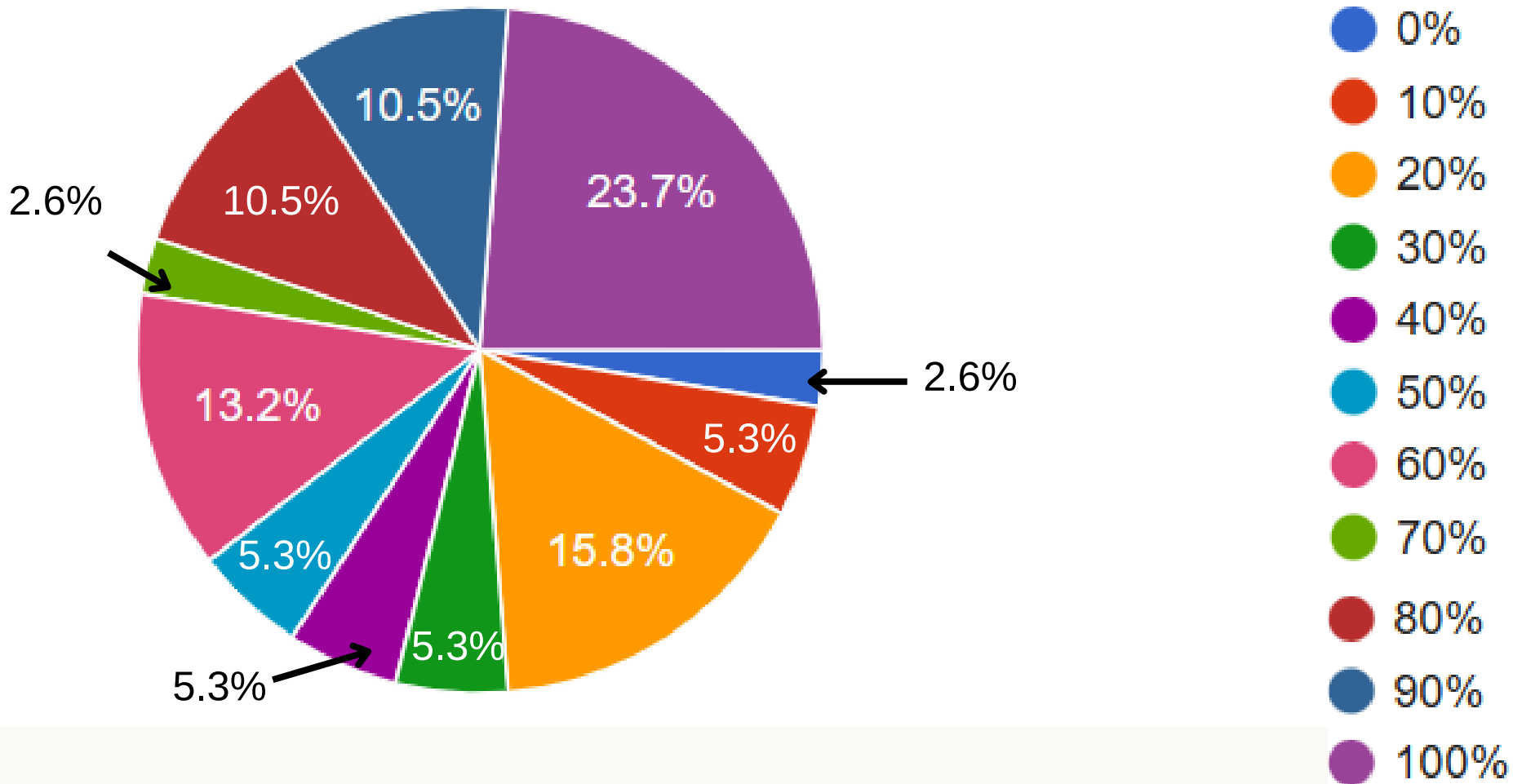
What you said

"Can be an inhibitor for stretch"

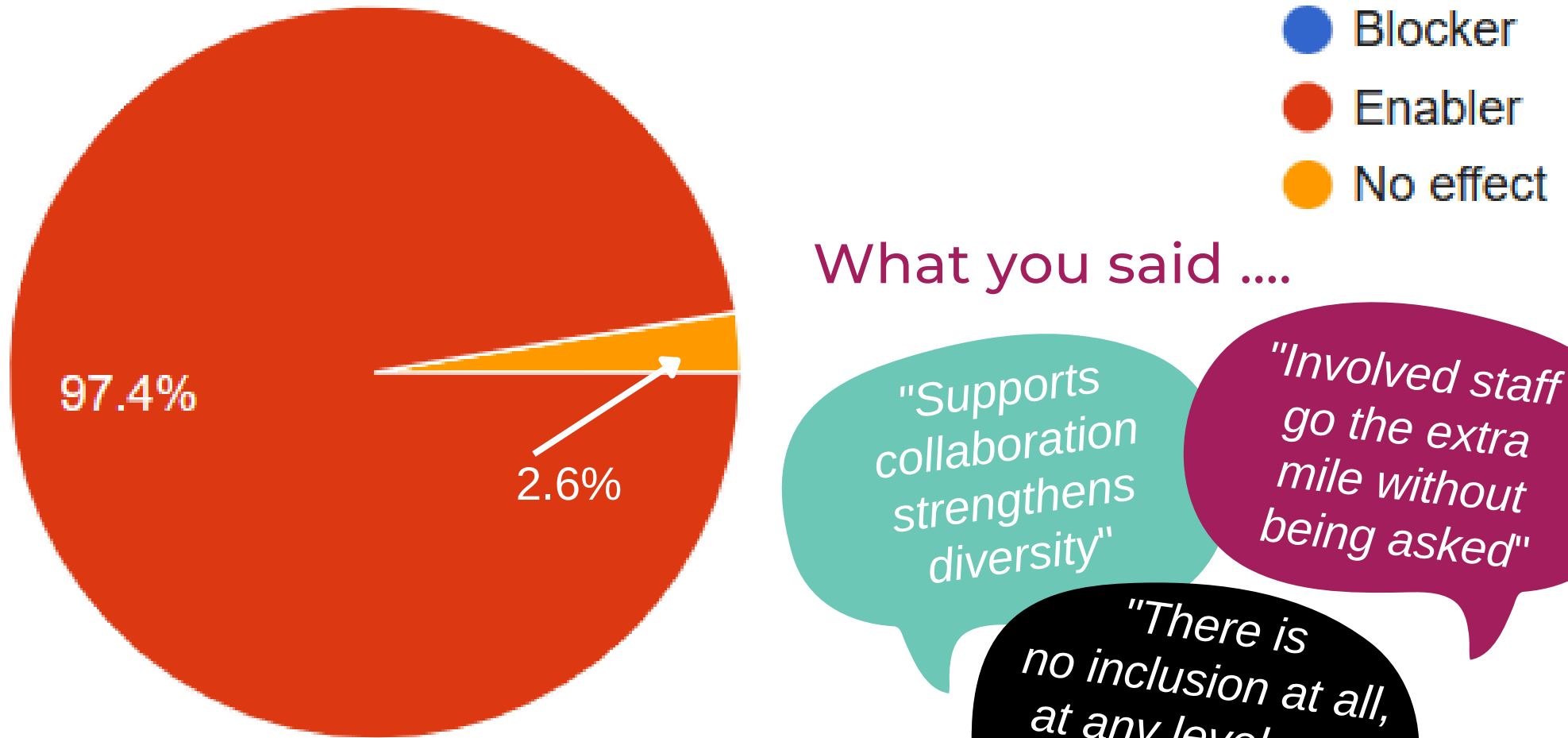
"It's the foundations of everything"

"Unhappy and unsupported staff can't perform at their best"

What percentage of your workforce do you believe works within an inclusive culture?



Do you believe working in an inclusive culture to be a blocker or enabler to a high-performance culture?



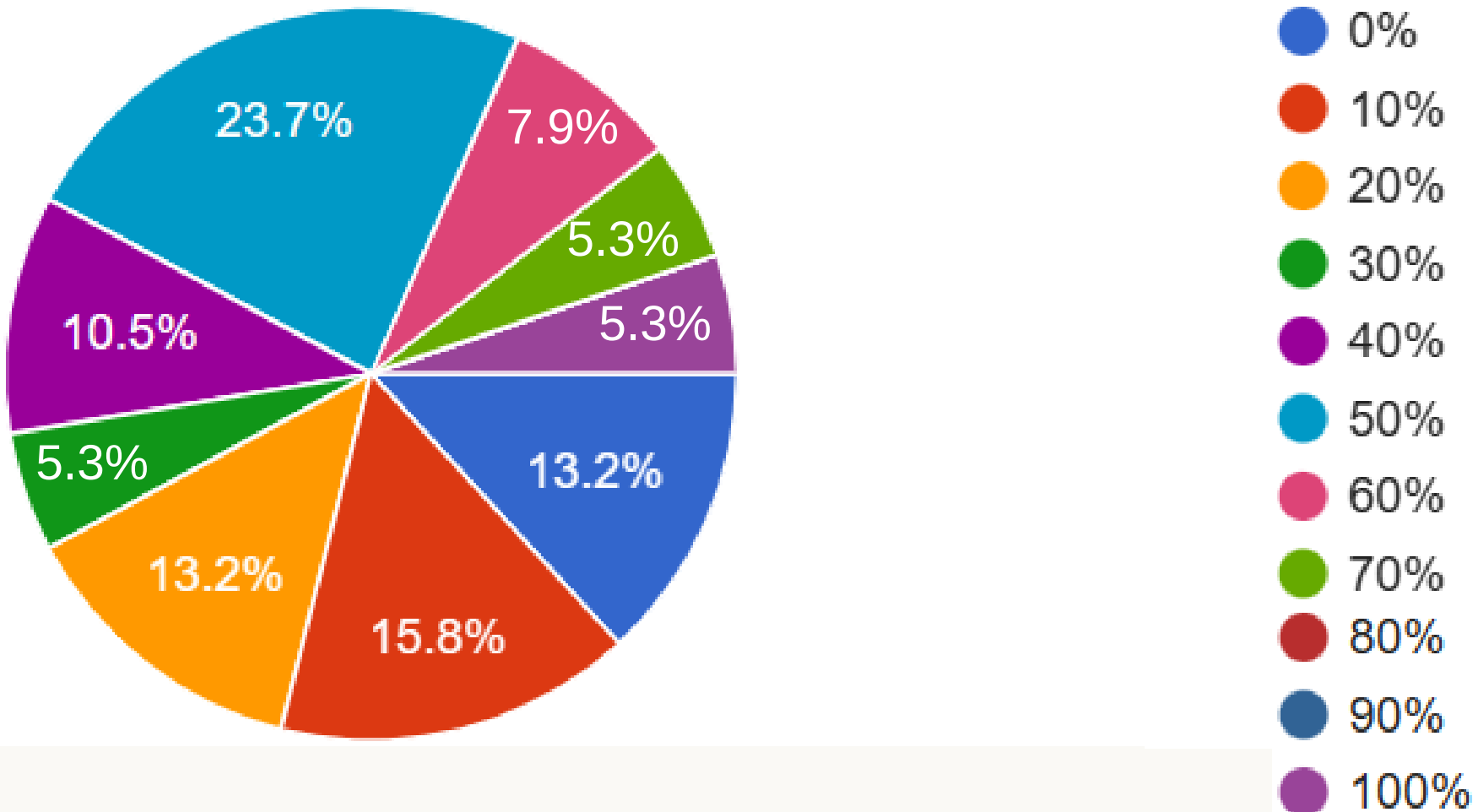
What you said

"Supports collaboration strengthens diversity"

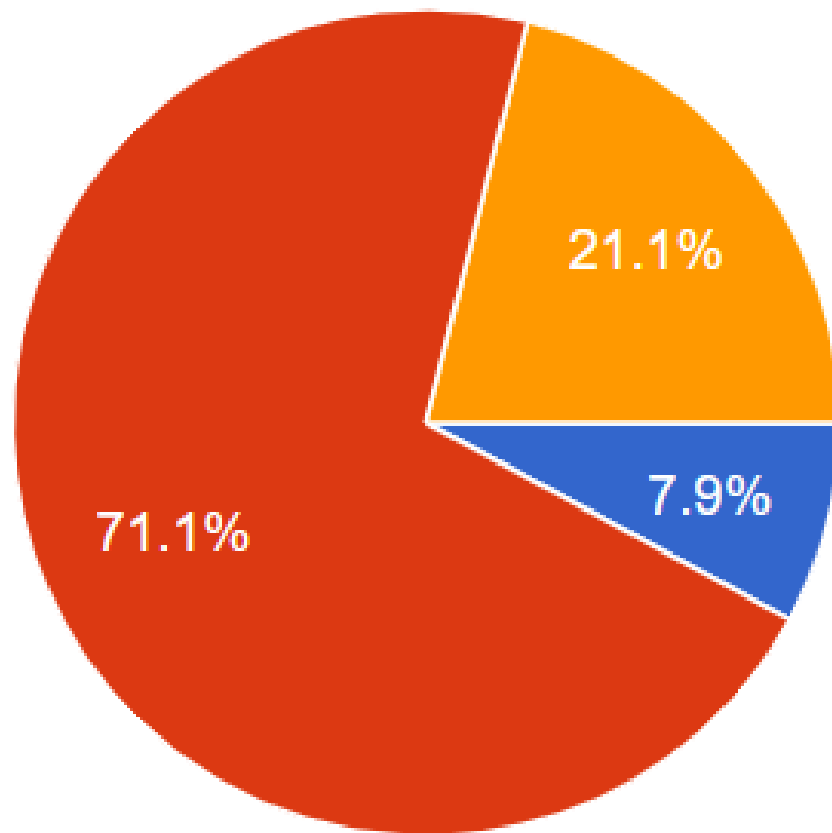
"Involved staff go the extra mile without being asked"

"There is no inclusion at all, at any level, and no commitment to it"

What percentage of your workforce do you believe works within an digital first culture?



Do you believe working in a digital-first culture to be a blocker or enabler to a high-performance culture?



- Blocker
- Enabler
- No effect

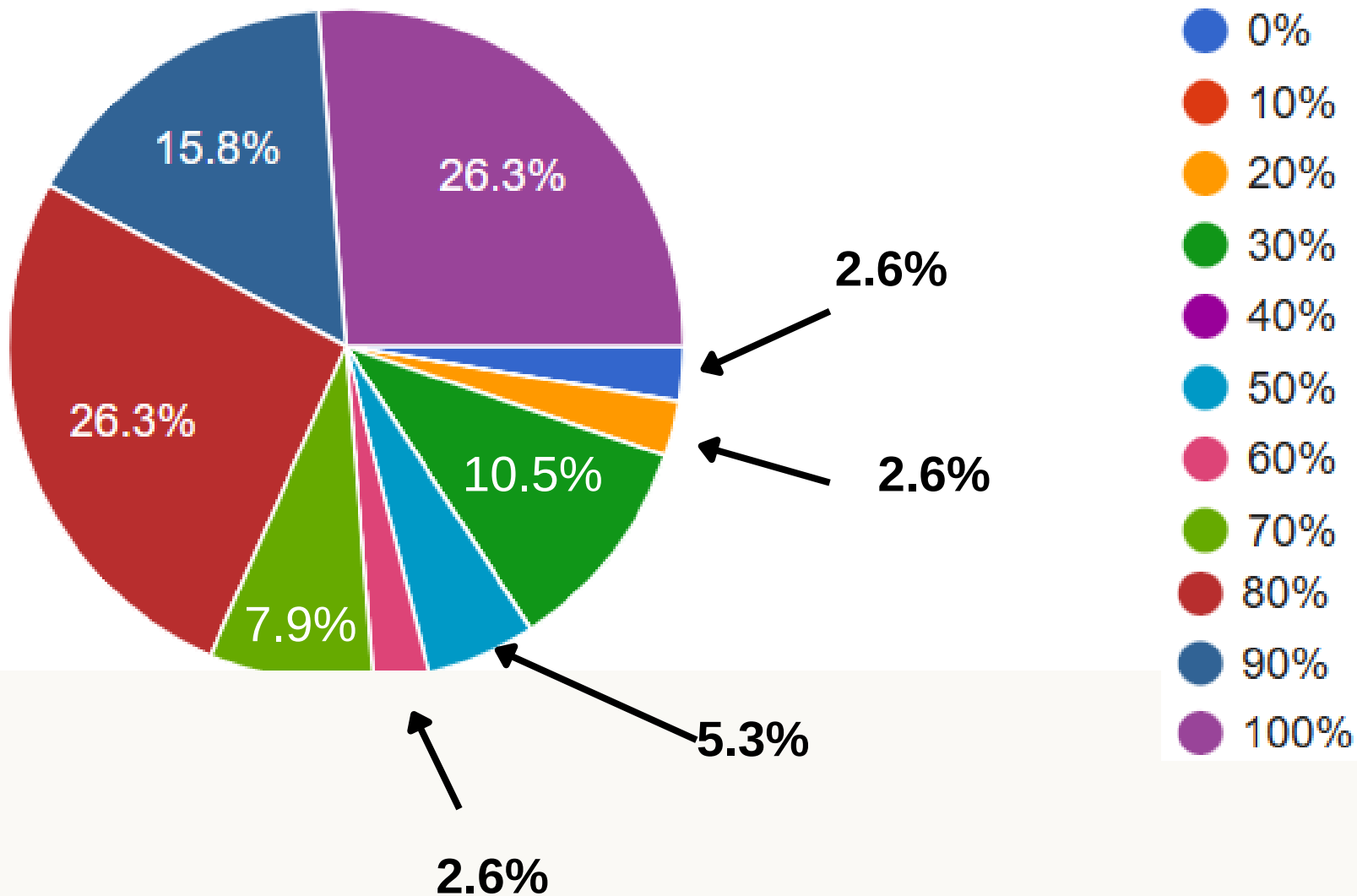
"A great culture is not dependent on digital"

"In our organisation it doesn't impact culture"

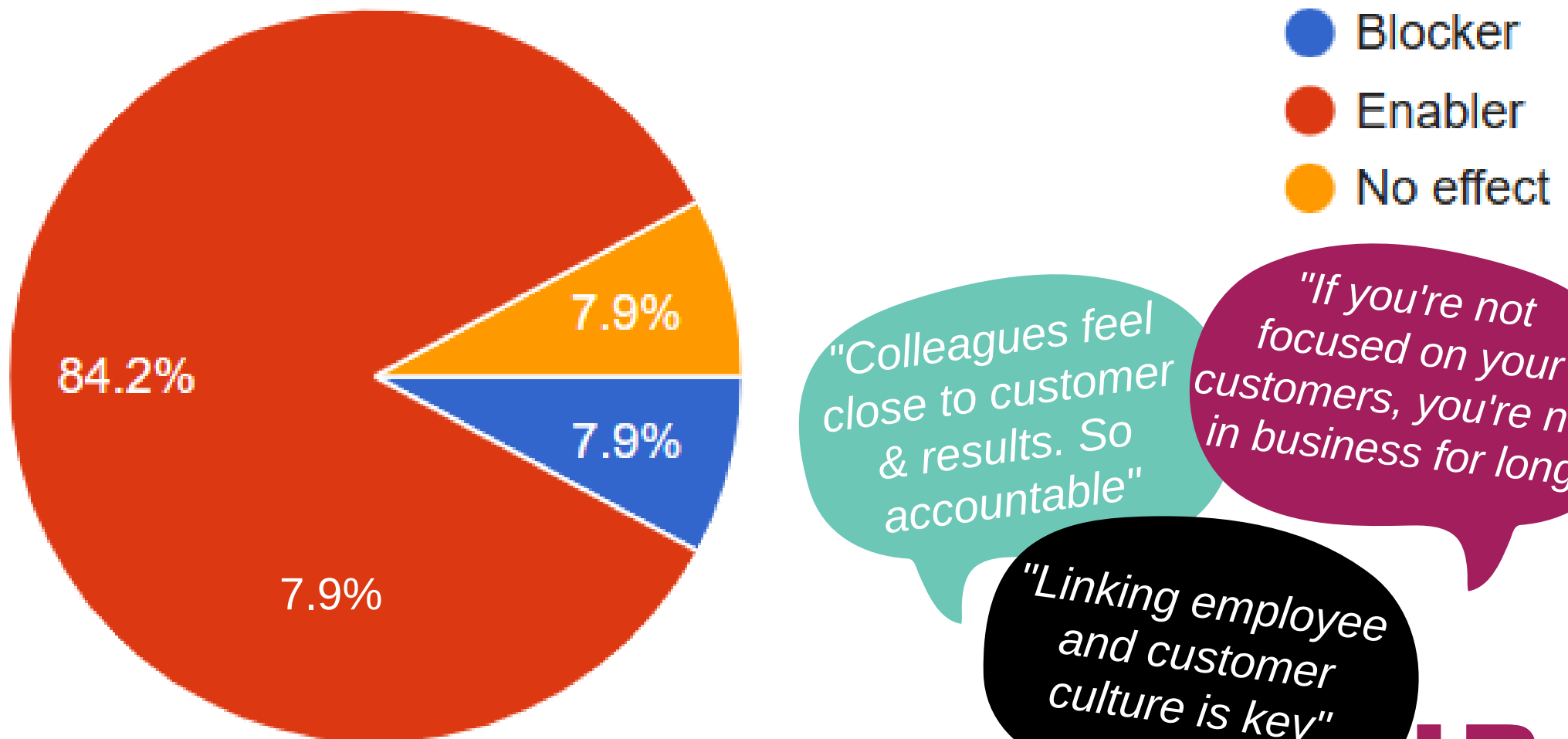
"More efficient and productive also enables self service"

What you said

What percentage of your workforce do you believe works within a customer-first culture?



Do you believe working in a customer-first culture to be a blocker or enabler to a high-performance culture?



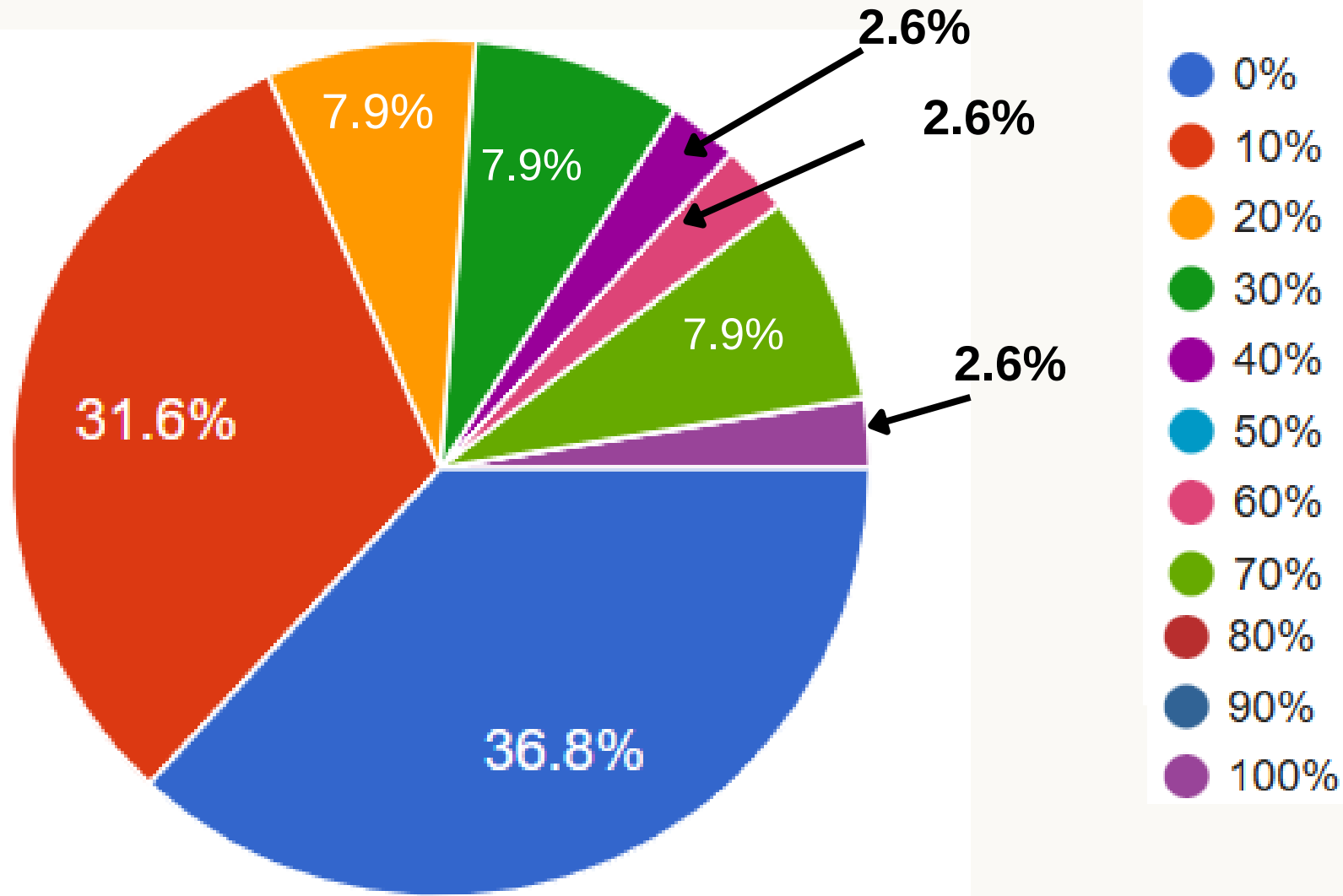
"Colleagues feel close to customer & results. So accountable"

"If you're not focused on your customers, you're not in business for long"

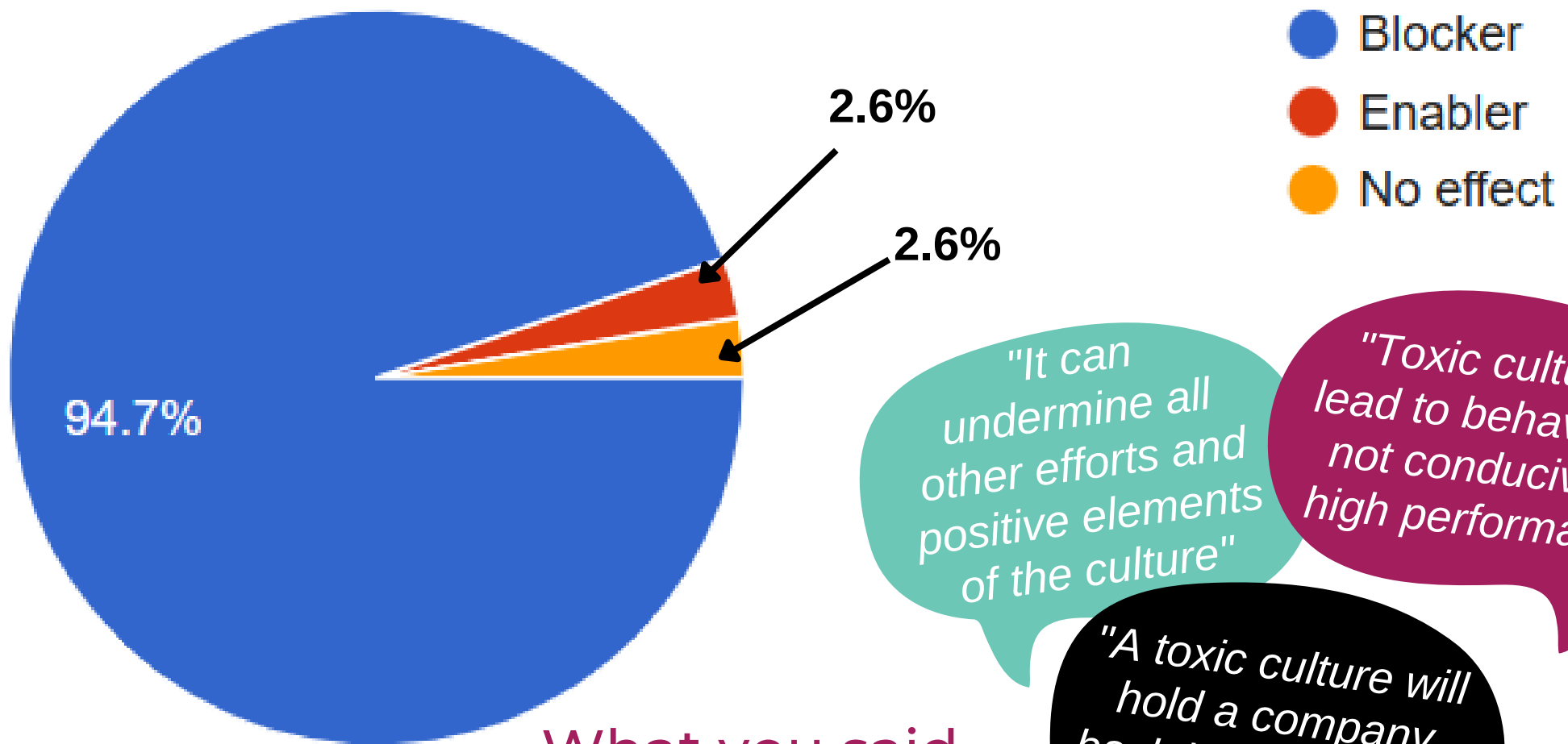
"Linking employee and customer culture is key"

What you said

What percentage of your workforce do you believe works within a toxic culture?



Do you believe working in a toxic culture to be a blocker or enabler to a high-performance culture?



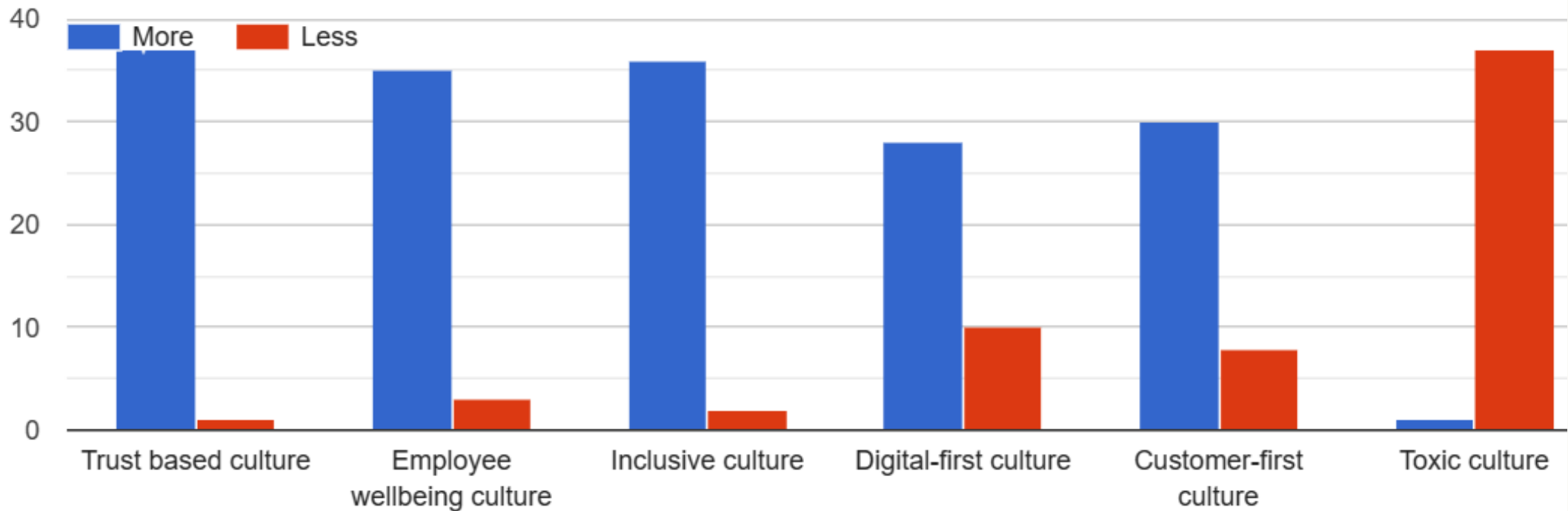
"It can undermine all other efforts and positive elements of the culture"

"Toxic cultures lead to behaviours not conducive to high performance"

"A toxic culture will hold a company back in many many ways"

What you said

Would you like to see more or less of any of the six cultures in your organisation?



What you said

"No other option - think about right for all except toxic"

"We should strive to continually improve"

"Further improvements could be made to advance & embed the positive cultures"

Thank you!

At the beginning of my questionnaire, I explained to you that the purpose of collecting this data was for a book that I am writing, which explores company culture in more detail.

If you would like to explore company culture in more detail too, or you would be interested in being interviewed for my book, I'd love to hear from you.

Thank you once again for taking the time to complete my questionnaire. I hope that you found the results as fascinating as I did.



Rachel Bennett

HR
Fusion

Get in touch

CLICK HERE



About me

With over 20 years HR and OD experience. I am today proud to be a strategic authentic HR leader, making a difference to colleagues and companies alike.

I have overseen significant structural and cultural change, finding strategic solutions to improve employee experience and organisational.

I hold three Postgraduate Degrees in Reward Management, Psychology of Organisational Development and Human Resources.

