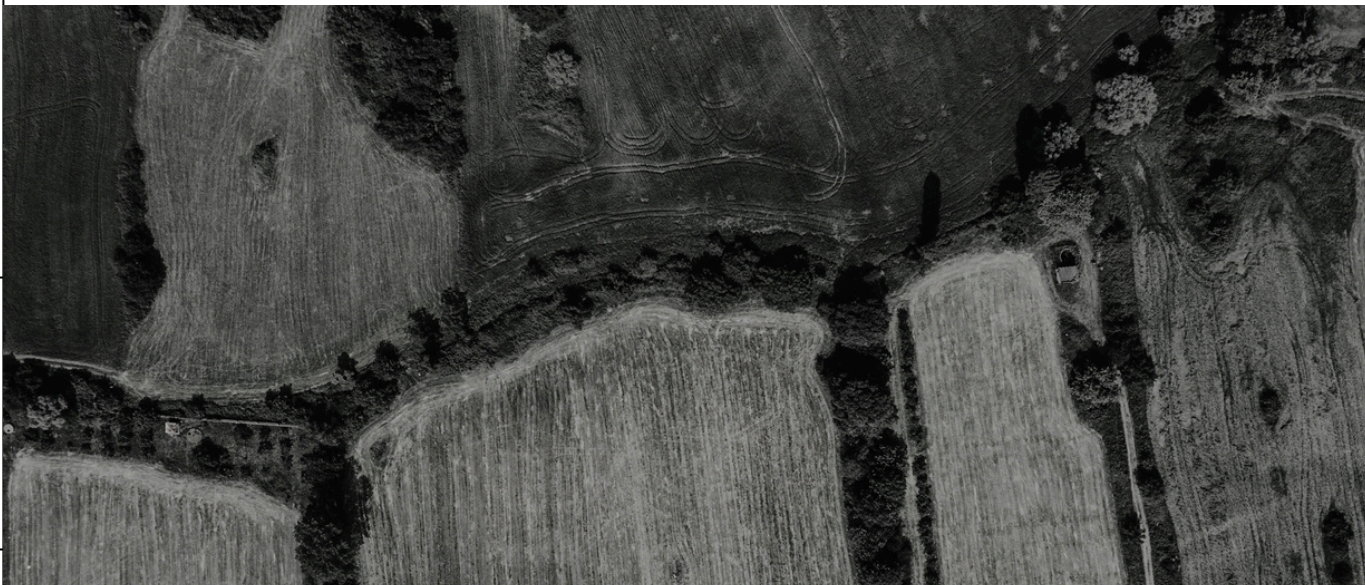


BUILDING A SAFER CULTURE: MANAGERS' ROLE IN ENHANCING SAFETY CLIMATE

WORKING TOWARDS BEING AN EMPLOYER OF CHOICE

BECOMMING PIONEERS IN PROMOTING INCLUSIVITY WITHIN THE PROPERTY MAINTENANCE INDUSTRY

DEVELOP AN INCLUSIVE LEADERSHIP TRAINING INITIATIVE		OBJECTIVE
ACTIONS		
WHAT MEASURING TECHNIQUES CAN WE USE?		
HOW CAN WE MAKE A DIFFERENCE AT SPK?		
EXPECTED IMPACT		IMPACT ON ORGANISATIONAL CULTURE AND BEHAVIOUR
ENHANCED EMPLOYEE MORALE AND ENGAGEMENT: EMPLOYEES ARE MORE LIKELY TO FEEL VALUED AND MOTIVATED WHEN THEY PERCEIVE LEADERS PRIORITISING INCLUSIVITY (CIPD, 2023). HIGHER ENGAGEMENT LEADS TO INCREASED PRODUCTIVITY AND INNOVATION. REDUCED TURNOVER RATES AMONG UNDERREPRESENTED GROUPS: ADDRESSING BARRIERS TO INCLUSIVITY CAN LOWER ATTRITION RATES BY FOSTERING A SENSE OF BELONGING (HBR, 2020). ORGANISATIONS THAT RETAIN DIVERSE TALENT ARE BETTER POSITIONED FOR LONG-TERM SUCCESS. ALIGNMENT WITH SPK VALUES: VISIBLE EFFORTS TO PROMOTE EQUITY STRENGTHEN THE SPK’S EMPLOYER BRAND AS AN ETHICAL AND PROGRESSIVE EMPLOYER. EXTERNAL STAKEHOLDERS, INCLUDING CLIENTS AND PARTNERS, ARE MORE LIKELY TO SUPPORT ORGANISATIONS COMMITTED TO FAIRNESS AND DIVERSITY.		POSITIVE SHIFTS IN CULTURE: LEADERS SERVE AS ROLE MODELS FOR INCLUSIVE BEHAVIOURS, NORMALISING EQUITY AND FAIRNESS THROUGHOUT SPK. EMPLOYEES FEEL EMPOWERED TO CONTRIBUTE DIVERSE PERSPECTIVES, ENRICHING ORGANISATIONAL CULTURE AND DECISION-MAKING PROCESSES. BEHAVIOURAL CHANGES: MANAGERS DEVELOP GREATER SELF-AWARENESS AND ADAPTABILITY, ENABLING THEM TO LEAD DIVERSE TEAMS EFFECTIVELY. EMPLOYEES EXHIBIT HIGHER TRUST AND COLLABORATION, AS INCLUSIVITY BECOMES A SHARED ORGANISATIONAL PRIORITY. CRITICAL CONSIDERATIONS FOR SUCCESS INTEGRATION WITH BROADER STRATEGY: INITIATIVES MUST ALIGN WITH OVERALL BUSINESS GOALS AND BE SUPPORTED BY SENIOR LEADERSHIP TO ENSURE LASTING CHANGE. MONITORING AND ADAPTATION: REGULAR REVIEWS OF THE INITIATIVE’S EFFECTIVENESS WILL BE CRUCIAL FOR CONTINUOUS IMPROVEMENT. EMPLOYEE INVOLVEMENT: ACTIVELY INVOLVING EMPLOYEES IN THE DESIGN AND FEEDBACK PROCESS ENHANCES BUY-IN AND RELEVANCE.
ANALYSIS		CALL FOR ACTION
IMPACT ON SPK CULTURE		
Impact on Organisational Culture and Behaviour		
Positive Shifts in Culture:		
• Leaders serve as role models for inclusive behaviours, normalising equity and fairness throughout the organisation.		
• Employees feel empowered to contribute diverse perspectives, enriching organisational culture and decision-making processes.		
Behavioural Changes:		
• Managers develop greater self-awareness and adaptability, enabling them to lead diverse teams effectively.		
• Employees exhibit higher trust and collaboration, as inclusivity becomes a shared organisational priority.		

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