



## Collected Quotes, Links, Videos on Culture

*Collected by Bob Turknett*

### Quotes

\*Employee well-being is going to be the next big emphasis within U.S. companies - this is already happening in other countries.

\*You have to develop an individual brand statement that is less than 7 words and clearly expresses what you do.

\*Charisma is defined as a compelling attractiveness or charm that can inspire devotion. But charisma is an illusion – great leaders have moved beyond charisma and possess deep presence. Presence is the ability to engage fully and completely because you project empathy, not your ego.

\*Treat people as if they are family, respect them and meet them where they are - be a courageous champion for your team.

\*Diversity and inclusion especially within intact, functioning teams needs to go well beyond skin color, gender & age to include diversity in thinking, location, and experience.

\*The organizational culture you have today is all about the lessons you have learned from the past.

\*Companies that change may survive, but companies that transform thrive. Change brings incremental or small-scale adaptations, while transformation brings great improvements that ripple through the future of an organization.

\*Where you look is where you go. Focus and attention are the most valuable assets in a company. Emphasize those behaviors that you want replicated in the culture.

\*Understand that your organization is a bundle of habits and you have to identify keystone habits that are pivotal to big changes.

### Articles

<https://www.businessinsider.com/microsoft-satya-nadella-nonviolent-communication-2018-10>

<https://hbr.org/2018/01/the-culture-factor>

Harvard Business Review article: "Manage Your Emotional Culture" by Sigal G. Barsade and Olivia A. O'Neill

<https://hbr.org/2016/01/manage-your-emotional-culture>

### Videos

<http://youtu.be/9Oo1uK45fRk>

<https://youtu.be/gficoigz1xs>

<http://youtu.be/MUfYB1gTRgY>

