

Capture the Heart & Unleash the Joy

Creating a Positive Culture within Your Nonprofit to Better Serve Communities

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Our nonprofits are in a unique position to offer the work experience where we capture employees' hearts and unleash their joy through the purpose driven work we engage in every day. We can create this healthy, thriving work environment by focusing on three areas: create an authentic work experience, build and nurture a collaborative environment and monitor and promote the health of our workplace culture.

Create an Authentic Work Experience

When we work to create an authentic work experience, our leaders, managers and staff take steps to actively ensure the values, behaviors and goals of the organization are in lockstep with the organization's actual practices. This authentic experience demonstrates the concept of living values when the values we identify through our vision and mission statements are the values demonstrated daily in the behaviors and interactions of our employees. We must act from our values.

Build and Nurture a Collaborative Environment

Unleashing the joy within our employees can occur when we strive to build and nurture a collaborative environment. Today's employees seek to work with an organization that feels more like a team than an organization chart. Today's employees seek an organization that is transparent with information and encourages all of its employees to be engaged in the decision making process. This collaborative environment should be demonstrated not only in the processes and meetings, but also in the physical layout of the work environment; where employees can be inspired to engage in impromptu meetings and where problem solving can occur organically and without formality.

Monitor and Promote a Healthy Workplace Culture

Workplace cultures that capture the heart and unleash joy through authentic work experiences and collaborative environments require maintenance. Just like a tropical fish tank requires clean water, so does our work environment. Maintenance is achieved by leaders and managers staying connected and in tune with their employees.



North Star HR Solutions

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