

CULTURE CHAMPIONS & BOOSTING MORALE

MAY 2021



Culture, morale, employee engagement, productivity and change management are all big themes of 2021 within the workplace. As we continue to adapt to this constant change, there is a significant need to save what we have all worked so hard to build together within our teams. Not just to maintain a strong culture and live our core values, but to further our efforts to come out of this pandemic more resilient and connected to the organizational mission and vision.

In this issue of HR In-Brief, we highlight ways you can enlist your key influencers to support new initiatives that boost morale and engagement in the workplace. We encourage you to explore ways in which you can help your team stay connected, to explore new processes to stay productive and to drive your organization's purpose.

Have thoughts to share or questions around this topic? Reply to this email to get in touch.
- Kim Osborne, *Partner*, Chemistry Consulting Group

GUEST FEATURED BLOG



vivo
team development

Who Are Your Culture Champions?

Our featured guest blog this month is presented in partnership by Renée Safrata CEO & Founder, from [Vivo Team](#).

"A culture champion is someone who understands that company culture—how work gets done—influences leader and team results. A strong workplace culture can contribute to increased employee engagement, retention, alignment, and productivity. On the other hand, when norms are not established or practiced around what are appropriate behaviors the opposite is true, indicating there could be culture gaps."



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What Has COVID-19 Taught Us About Employee Engagement?



Deloitte.

"Despite COVID-19's negative effects, it is likely that we all agree on one thing – we've learned a lot! After local businesses were forced to close shop and manage all their employees remotely, the learning curve for managers was initially steep. Yet this new way of functioning has brought with it some valuable lessons about how to boost employee engagement that should not be forgotten in the 'new normal'."

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11 Free Remote Team-Building Ideas to Keep Co-Workers Connected



CareerWise

"If your team has been working remotely for months, using the same old ways to connect, it may be time for a refresh. Cultivating a sense of community can combat loneliness and isolation, and build trust among team members. Not only can boosting connections help you and your colleagues feel happier, you may work more effectively together, too."

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Who Are Your Organization's Influencers, And How Do You Identify And Activate Them?



Forbes

"By identifying, engaging and activating their employee influencers — or, those team members who carry an outsized influence on other employees — leaders and executives can create internal “force multipliers” for positive messaging.

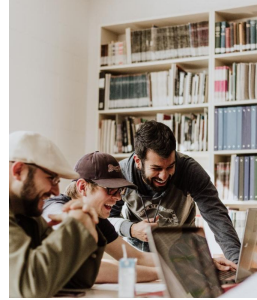
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[How to Boost Your Employee's Productivity and Morale During a Pandemic](#)

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[How the Pandemic Can Change Workplace Culture for the Better](#)
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UNEMPLOYMENT STATISTICS
LOCAL, PROVINCIAL, NATIONAL

"Third Wave of Pandemic Leads to Employment Losses"

The Daily - Labour Force Survey

| | FEBRUARY 2021 | MARCH 2021 | APRIL 2021 |
|------------------|---------------|------------|-------------|
| VICTORIA | 5.1% | 5.9% | 6.2% |
| VANCOUVER | 7.8% | 8.1% | 7.4% |
| BRITISH COLUMBIA | 6.9% | 6.9% | 7.1% |
| CALGARY | 10.5% | 10.2% | 9.4% |
| ALBERTA | 9.9% | 9.1% | 9.0% |
| CANADA | 8.2% | 7.5% | 8.1% |

Source: **Statistics Canada Labour Force Survey**, April 2021

ch | Need support with **managing change** in the workplace or advice on how to further promote your culture and **boost morale**? We are here to help.

Chemistry Consulting Group Inc.

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