

Teams Get It Software

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White Paper

The high level of interest in workplace culture has resulted in what seems to be endless articles and books along with many survey tools intended to measure job satisfaction or employee engagement. Most of these tools are similar in approach and content using surveys. I think two measurements have been overlooked, namely,

- To what degree is each workplace practice *important* to me?
- To what degree is each workplace practice being *achieved* for me?

Together these provide a picture that describes how each employee views the importance and achievement of each employee's contentment with their workplace environment. If you don't like the word contentment then use engagement.

Preparing to gather data begins with culture *categories*. Examples might be: Social responsibility, Freedom, Autonomous work, Leadership, Recognition, Relationships, Personal wellbeing, Transparency, and Innovation. These might be a company's values.

For each category there are *culture practices* that give definition and meaning to each category. The following might be culture practices for a category called *Transparency*:

- I am aware of business plans.
- There is an atmosphere of being open and honest among all employees including management.
- There are few surprises from management decisions.
- I am free and encouraged to ask about business performance questions.
- I know the factors that went into making change decisions.
- I have access to minutes from executive meetings.

Employees score each practice for how they feel about *level of importance* and also for *level of achievement*. Results can be by employee, groups of employees, departments, location, by type of measurement, type of display, etc. *It is intended that all employees have access to the software and data at all times and nothing is anonymous.*

The software and process can be used by organizations of any size. But we suggest employee groups between 25 and 100 persons. The software is designed to support these principles:

- Emphasize use by employee teams/groups that do not fear being open, honest and sharing feelings.
- Emphasize transparency and psychological safety.
- Emphasize having data for collegial coaching and mentoring within teams.

The Academy of Culture Ambassadors is creating the software described here. This white paper is barely a peek into what the software is about. Let me know if you would like to learn and see more. I love to talk about this stuff.

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Jerry's Background as software development leader:

After graduating from Iowa State University, Jerry's career started as a research statistician at a [Fortune 50 company in Chicago](#). Soon after he became Head of [Operations Research/Industrial Engineering](#) at UT Austin. From there he and some of his students started Execucom Systems Corp. one of Austin's early software success stories, followed by two more software companies in Austin. Then he returned to his home state and the University of Nebraska at Omaha to start up a BSc. Degree in [Information Technology Innovation](#) and to be a [Senior Scientist](#) at the Gallup Organization. From there he went to Bellevue University to start up the [Institute for Employee Wellbeing](#) which evolved into the [Academy of Culture Ambassadors](#). Jerry is now designing a process with software for a new way to measure employee engagement. He can be reached at wagnergeraldr@cultureambassadors.org.