

# Creating Positive Practice Culture and Improved Employee Retention Through Appreciation and Innovation



**i.e., How to make your  
employees love coming  
to work!**

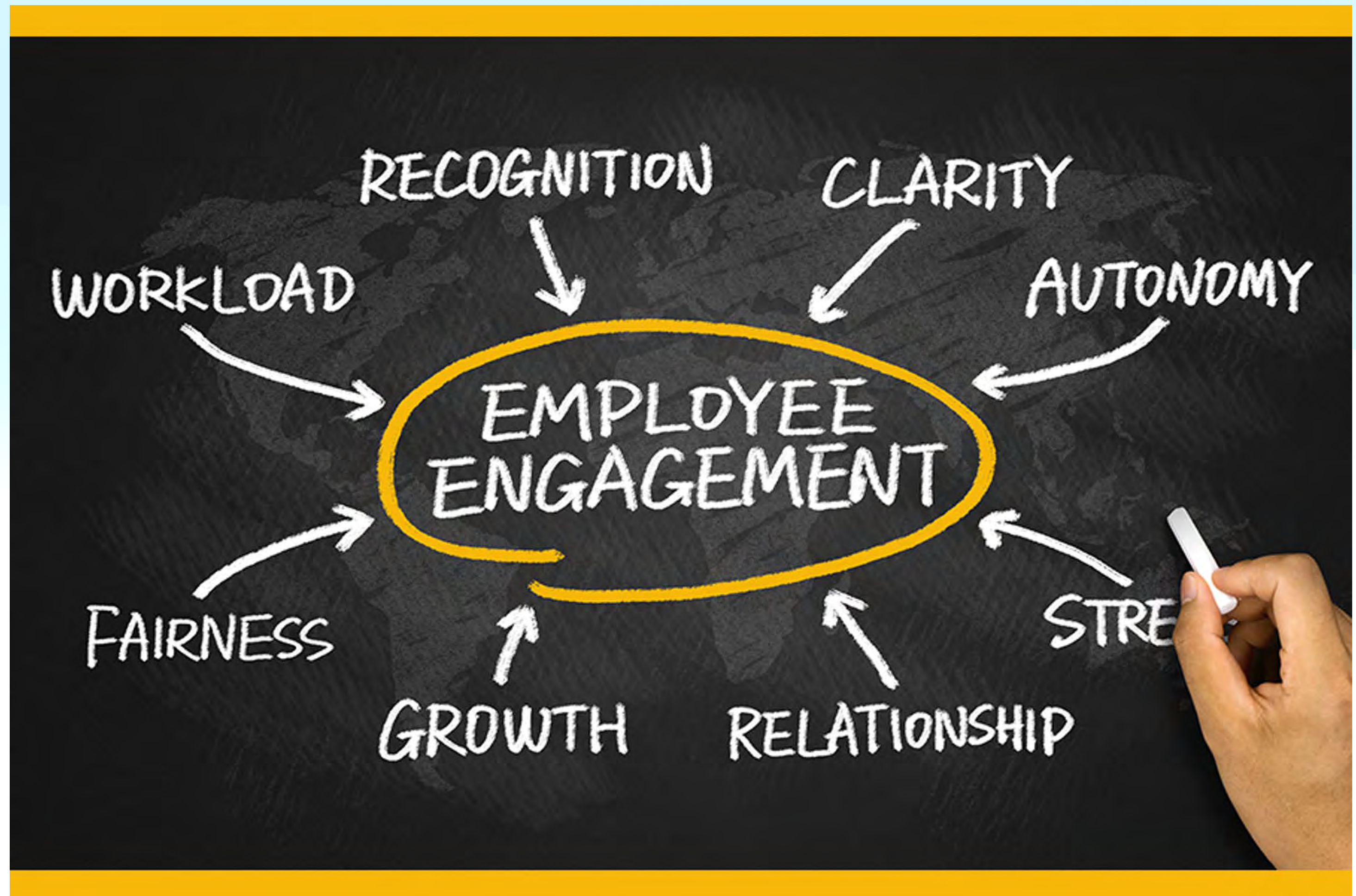
**Paula Rivadeneira, PhD  
Old Souls Animal Rescue and Retirement Home**

# 2 Ways to Make Employees Happy

- Engagement
- Perks

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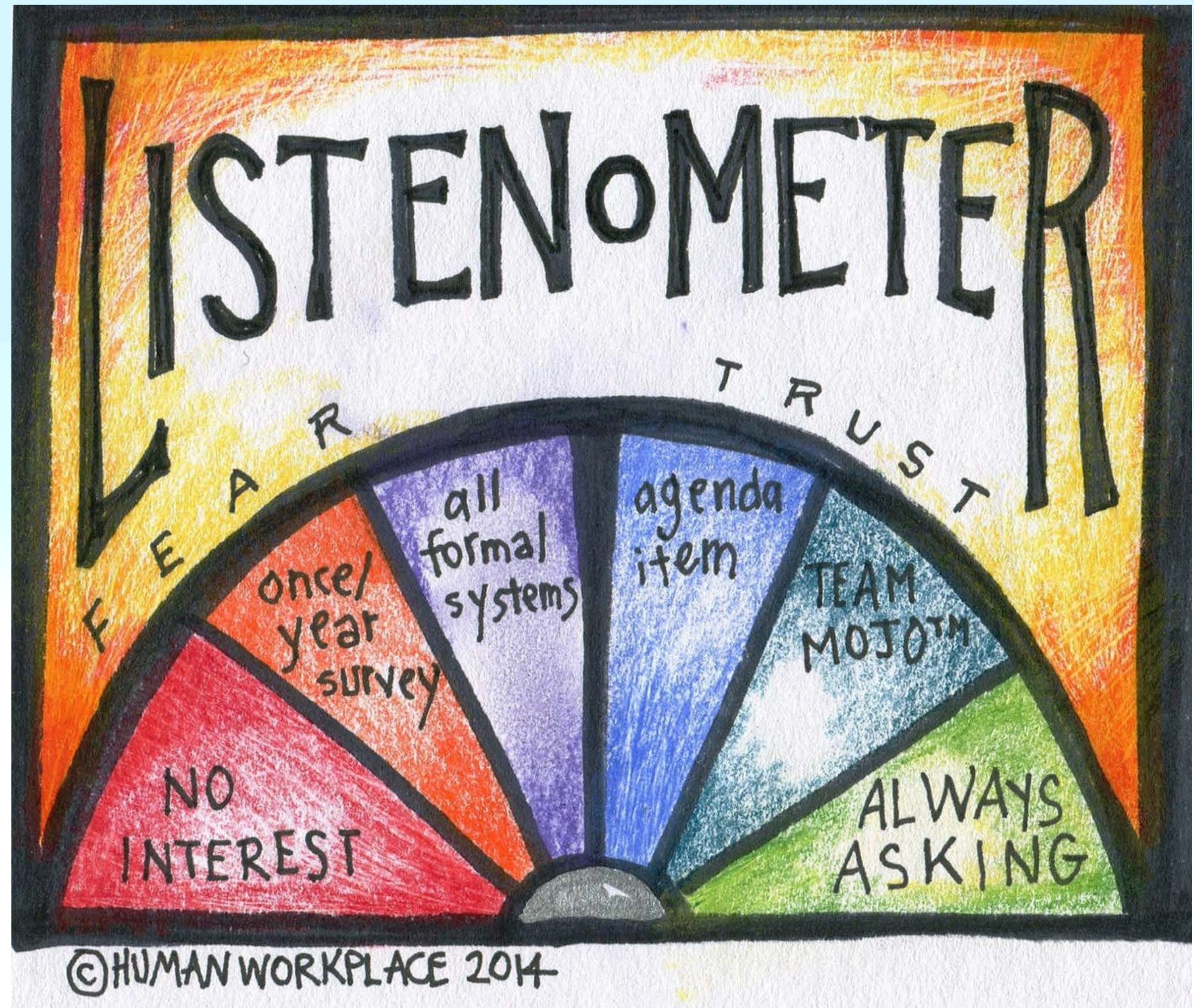
**Money is nice but it's  
not the answer!**



# Engagement

- Staff want to be heard
- You need to listen!

Here's how ...



# Feel Good Fridays

- Every team member shares one thing that went well that week, one thing they learned, and one thing they are looking forward to next week



happy  
FRIDAY

# Beers and Ideas

- Margaritas and ideas
- Cookies and ideas



# Redesign the Office

- Give staff the opportunity to move things around



# Good Day Toss

- At the end of each day have employees put a tennis ball or something else in one of 2 locations: one for a good day, one for a bad day so you can gauge how they are feeling



# Innovation Mondays

- Try something new one Monday a month as a pilot





# Dare to Try Award

- Staff make suggestions about new things to try. People get awards for the things you try, even if they fail.



# Walk and Talk

- Cultivate relationships

**Walking boosts creativity  
which generates new and fresh ideas**



**and makes meetings more efficient and productive**

# Dream Board

- Have staff hang things that matter to them so the board represents everyone



# Culture Workshop

- Link your work to purpose
- Communicate purpose and passion
- Create an agreement



# Make a Company Culture Video

- Find your creative staff members to make a video and put it on your website



# Feedback on the Fly

- Set expectations from the start to make this easy!



# Measure Employee Engagement

- CultureAmp
- Peakon

The screenshot shows the Culture Amp website homepage. At the top, there is a navigation bar with the following links: "Culture Amp" (with a logo), "Platform", "Science", "Ideas, events & resources", and "Community". On the right side of the navigation bar, there is a black button with white text that says "Speak to our team".

The main content area has a purple background. On the left side, there is a large text block that reads: "An employee experience that *people love*". Below this text, there is a smaller paragraph: "Get the employee engagement, performance and development tools and insights you need to build a category-defining culture." At the bottom of this text block, there are two buttons: a black button with white text "Book a demo" and a white button with a black border and black text "See how it works".

On the right side of the main content area, there are several colorful illustrations depicting various workplace scenarios: a person on a video call, a person on a phone call, two people high-fiving at a desk, a person with a child, a person sitting on a bench, and two people talking in front of a whiteboard.

# Lunch and Learn

- Guest speakers
- TED Talks





# Perks

- Fun things other businesses don't offer!



# Employee Rewards

- Perkbox
- Reward Gateway

The image shows a screenshot of the Perkbox website. The header includes the Perkbox logo, navigation links (Why Perkbox, Platform, Resources, Pricing, About, Contact), and buttons for 'Request a demo' and 'Log in'. The main headline reads 'The world's first global employee benefits & rewards platform'. Below this, four key features are listed with checkmarks: 'Provide over 4,000 perks and discounts', 'Recognise and reward employees', 'Give access to curated wellbeing content', and 'Centralise company updates and benefits'. At the bottom of the main content area are 'Request a demo' and 'Learn more' buttons. The right side of the page features a large graphic of a globe with various icons and callout boxes. These callouts include: 'Unwind with this 10 minute meditation' (with a headphones icon), 'Check out Friday's announcement here' (with a play button icon), 'Uber Save on every ride' (with the Uber logo and a star icon), 'Send rewards to anyone' (with a gift icon), 'Perks and discounts available worldwide' (with a globe icon), and a testimonial: 'Thanks for all your help this week! Couldn't have done it without you.' (with a speech bubble icon). A chat bubble icon is visible in the bottom right corner.

perkbox Why Perkbox Platform Resources Pricing About Contact Request a demo Log in

## The world's first global employee benefits & rewards platform

- ✓ [Provide over 4,000 perks and discounts](#)
- ✓ [Recognise and reward employees](#)
- ✓ [Give access to curated wellbeing content](#)
- ✓ [Centralise company updates and benefits](#)

Request a demo Learn more

Unwind with this 10 minute meditation

Check out Friday's announcement here

Uber Save on every ride

Send rewards to anyone

Perks and discounts available worldwide

"Thanks for all your help this week! Couldn't have done it without you."

# Competitions

- Give out fitness trackers and see who walks the most steps at work
- Genuine compliments ... Person who sends and person who receives the most one ups wins a prize



# Make My Day

- Give a different person every month a small budget for a random act of kindness in the workplace or to do something weird or fun



# Workation

- Everyone works together from an offsite location (poolside at a hotel!) for a day or week



# Dress Up Fridays

- Pick a theme and get dressed up



# Bring Your Pet to Work Day

- Pick one day a week for pets to be in the office
- Foster a pet from your local shelter



# Personalized Workspace Budget

- Make staff feel welcome and valued by giving them a small budget for their workspace





# Conferences and Trainings for Staff

- In person
- Online
- Not just specific to their job!



# Play With Days Off

- 3 day weekend once a month
- Four 10s
- Open one Sat per month, but take off following Monday

**3 DAY WEEKENDS ARE  
THE ABSOLUTE BEST!**



**FALSE. 4 DAYS WEEKEND ARE.**

# Do Things Together *Outside of Work*

- Volunteer
- Help at each other's homes



The screenshot shows the website for Old Souls Animal Rescue. The browser address bar displays "oldsouls.org". The website header includes the "Old Souls Animal Rescue" logo, a navigation menu with links for "About", "Residents", "Events", "Volunteer", "FAQ", and "Memorial", social media icons for Instagram, Facebook, Twitter, and TikTok, and a red "DONATE" button. The main content area features a large image of a desert landscape at sunset with saguaro cacti. Below the image, the text reads: "Deep in the Sonoran Desert, nestled right outside of majestic Saguaro National Park, you will find a very special place for geriatric, special needs, and hospice animals to live out the final chapter of their lives. This place is called Old Souls Animal Rescue and Retirement Home." Below this text, there is a section titled "There are no cages at Old Souls ..." followed by the text: "Just soft beds and couches. There is medicine to keep everyone comfortable, and lots of nutritious food, including fresh eggs from the Old Souls flock." At the bottom of this section is a red button that says "BECOME A MEMBER OF OLD SOULS". To the right of the text is a photograph of a large, grey and black dog lying on a wooden table.