



Managing Workplace Culture in 2025: Beyond Free Fruit and Friday Drinks

As we head into autumn and settle into the business year, many leaders are thinking about how to strengthen workplace culture. This is especially true for the workplaces who have been going through a period of change, and perhaps restructuring, recently. A strong culture improves retention, supports engagement, and helps teams navigate pressure - especially as colder months settle in.

But culture can't be fixed with surface-level perks. Today's employees value:

- **Clarity and communication** – they want to know what's going on, how they're performing, and where they're going.
- **Fairness and trust** – consistency in leadership, transparent decision-making, and accountability matter.
- **Growth and development** – even in lean times, people want to see a pathway forward.
- **Inclusion and belonging** – culture must support psychological safety for all employees.

Practical culture-building strategies:

- Schedule meaningful **performance check-ins** that focus on development, not just metrics.

- Create **feedback loops** – staff surveys, open forums, or small team retrospectives.
- Invest in **leadership capability** – frontline managers set the tone for your culture. Do they have clear policies and procedures to work with? Is your senior team walking the talk?
- Reinforce values **through action, not posters** – celebrate behaviours that reflect what your business stands for and hold people accountable.

Culture is a daily practice, not a one-off initiative. Autumn is a great time to reset expectations, reconnect with your people, and prepare the ground for a productive and people-centred winter season.

Don't hesitate to reach out to discuss your workplace culture goals, and how we can work together to achieve improvements.

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