

6/25/25
Association of
Washington Cities

Organizational Culture, Belonging and Wellness



Pat McGregor, Office of
Culture and Engagement,
WSP

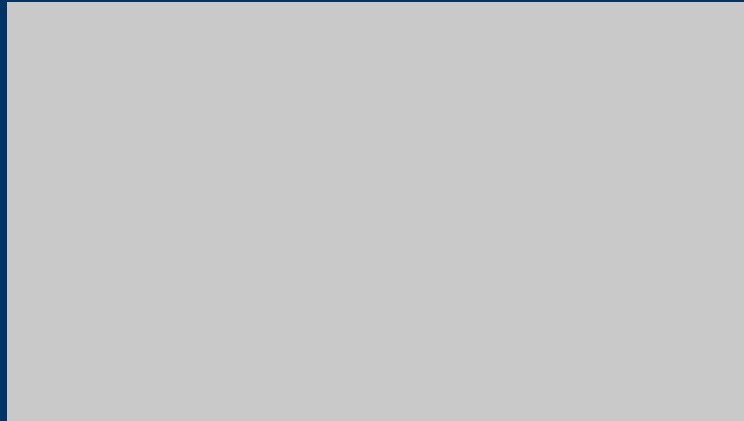
1

Name Tent Activity

- Take a piece of cardstock
- Write your name as you want me to know you
- Answer these questions, write them on your cardstock
- What is your favorite type of music?
- What is your favorite getaway spot?
- Who is someone that had a great influence on you?
- What feeling do you get when you think of that person?
- *What is something you do to relax?*

2

All That We Share



3

How We Do the Work

- Speak Your Truth
- Stay Engaged
- Expect to Experience Discomfort
- Be Aware of Intent; own Your Impact
- Accept and Expect non-Closure
- Maintain a Learner Stance and Be Open to New Thinking
- We Hear ALL Voices



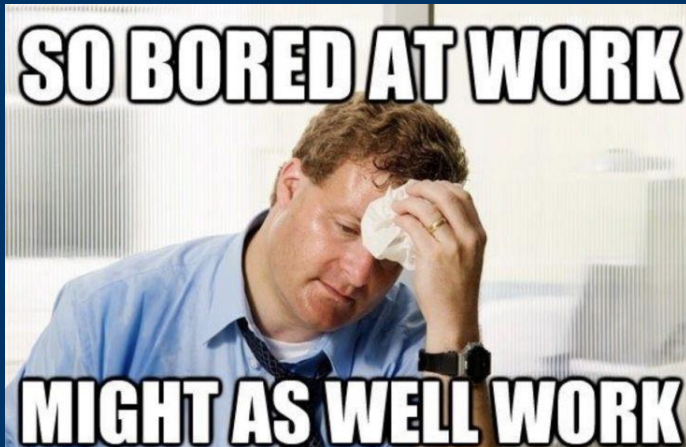
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How We Treat Each Other

- Be Kinder Than Necessary
- Assume Positive Intent
- GIVE positive Intent
- How we say things matters
- Build a Bridge, Not a Wall



5



QUESTION

- If you could have the perfect workplace, what would it look like?
- How would it feel?
- What would it sound like?

6

A Culture Example



7

***Intentional
Culture
Doesn't
Happen by
Accident***



8

**Culture eats strategy
for breakfast.**

- Peter Drucker

"If you've created a work culture where vulnerability isn't ok, you've also created a culture where innovation and creativity aren't ok."

- Brené Brown

moosend

The most important thing about us is the way we treat each other while we do the work.

Culture does not change because we desire to change it. Culture changes when the organization is transformed; the culture reflects the realities of people working together every day.

QUOTEID.COM

Frances Hesselbein

"What we know matters, but who we are matters more."

—BRENÉ BROWN

*People don't leave jobs,
they leave toxic work cultures.*

- Dr. Amina Aïssi-Selmi

9

Meet 'N Greet Activity

- What quote on culture resonated with you? Why?
- Write the quote down on sticky note
- Find a thought partner or two or three.
- Find someone with the same quote and someone with a different quote to discuss why you chose them.
- We will share out when finished



10

As a team, discuss and write down the words that currently describe the culture of your city/workplace. They can be a strength or area of growth, but let's be honest about both.



11

Stated vs Lived Culture

Stated Culture:

This is the culture as told by the organization. Organizational culture includes an organization's expectations, experiences, philosophy, as well as the values that guide member behavior, and is expressed in member self-image, inner workings, interactions with the outside world, and future expectations. Culture is based on shared attitudes, beliefs, customs, and written and unwritten rules that have been developed over time and are considered valid.

Lived Culture:

The culture as it is experienced by a person in an organization. This may align or NOT align with stated culture.



12

OCE

Mission and Vision

Mission:

OCE's mission is to provide the Washington State Patrol with opportunities through learning, connections and policy to carry out the agency's mission of making a difference every day through inclusion, relationships with community and valuing each employee and what they bring every day.

Vision

OCE strives to create a sense of belonging for each and all employees and our community through building relationships, creating psychological safety for all, recognizing the things that bring us together AND make us unique. To ensure the WSP and the community work together to be the best public safety agency in the United States.

Values	
Culture	Engagement
Inclusion	Show Up
Equity	Help Each Other
Accountability	Walk Alongside
Value the Individual	Grow Leadership
Opportunity	Share Knowledge
Growth Mindset	<u>Self Reflection</u>
Self Aware	Active Collaboration

13

What are your vision/mission and values?



On a sticky note, write down your vision/mission and values as you know them?



How do they compare to other people at your table?



Why might a clear mission/vision and values contribute to a strong culture?

14

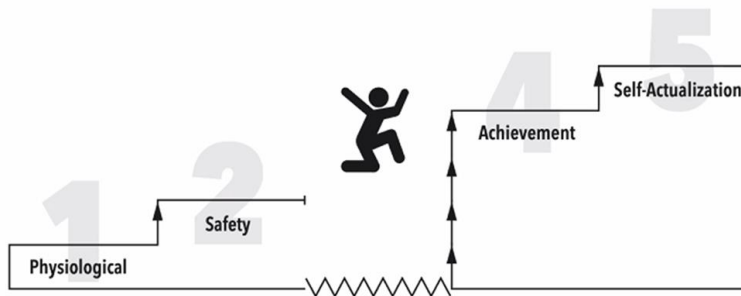
As I say certain words, go to the poster that best represents your feeling of belonging



What made you feel a sense of belonging or not?
Group Work: share your thoughts with the group.

15

Perilous Belonging Gaps



Source: *Belonging through a Culture of Dignity* (2019)
by Floyd Cobb & John Krownapple, p. 54

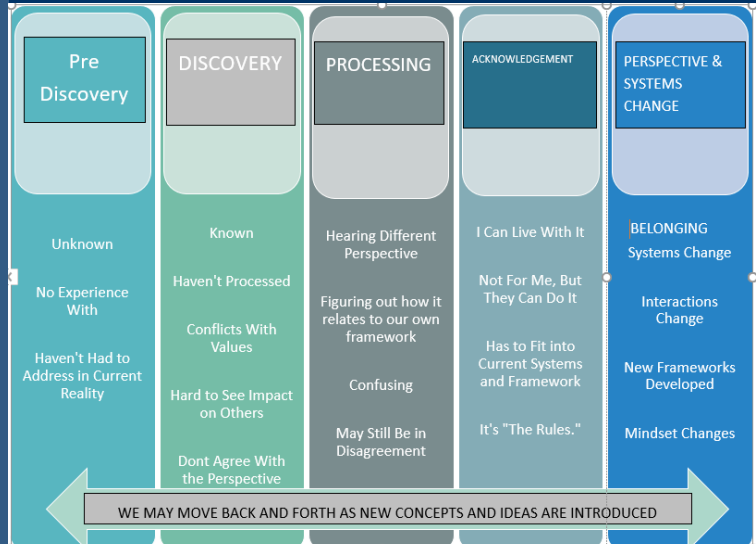
16

Belonging Continuum

**THERE SHOULD BE CONTINUUM
IN THE FUTURE.**



**AND A FUTURE IN
CONTINUUM.**



17

WHERE ARE YOU?

As you think about these words, where on the continuum are you? How will you create move toward a sense of belonging for those groups you placed on the left?

- Neurodivergent
- People of Color
- LGBTQIA
- Christian
- Homeless
- White Males
- Transgender
- Disabilities
- Women
- Veterans
- Law Enforcement

18



- Adults and Children are similar when they are in the role of new learners.
- New Learners Are:
 - Curious
 - Need to connect to previous learning
 - Want to access background knowledge
 - Become Frustrated
 - Become Resistant

19

A Culture Example



20

What is our culture

As a team, discuss and write down the words that currently describe the culture of where you work. They can be a strength or area of growth, but let's be honest about both.



21

Discussion Questions



- How is culture injected into your team/unit/division?
- Why is knowing the current culture good for addressing belonging and wellness?
- Who builds the culture?
- What are some things that might be considered culture killers?
- What are culture builders?

22

Strategy and Culture

“You can have all the right strategy in the world; if you don’t have the right culture, you’re dead.”

~Patrick Whitesell, CO-CEO of WME

