

Everyday Leader-Led Culture™ Framework

A practical framework for helping people leaders put company values into practice every day, so HR isn't driving the culture alone.

1 Make It Clear



- ✓ Translate broad company values into clear expectations
- ✓ Show how managers should communicate, make decisions, address concerns, work across teams, and follow through
- ✓ Help managers understand what the values look like in real work and what is expected of them

2 Make It Easy



- ✓ Give managers ready-to-use discussion guides, talking points, examples, videos, and tools
- ✓ Fit culture into meetings and conversations they already lead
- ✓ Help managers reinforce culture without adding another program or hours of preparation

3 Make It Stick



- ✓ Build in practice, check-ins, peer learning, and clear ownership
- ✓ Create visible follow-through on employee feedback
- ✓ Help managers reinforce the values consistently so culture no longer depends on HR continually pushing it forward