

# Clear waters

Working  
together to  
protect against  
toxic culture



 **The Hive**

# Top 5 signs of a toxic culture:

- › High turnover rates
- › Lack of trust & communication
- › Constant conflict
- › Micromanagement
- › Blame culture





Toxic corporate culture during The Great Resignation was 10 times more likely to predict attrition than the average predictive factor.

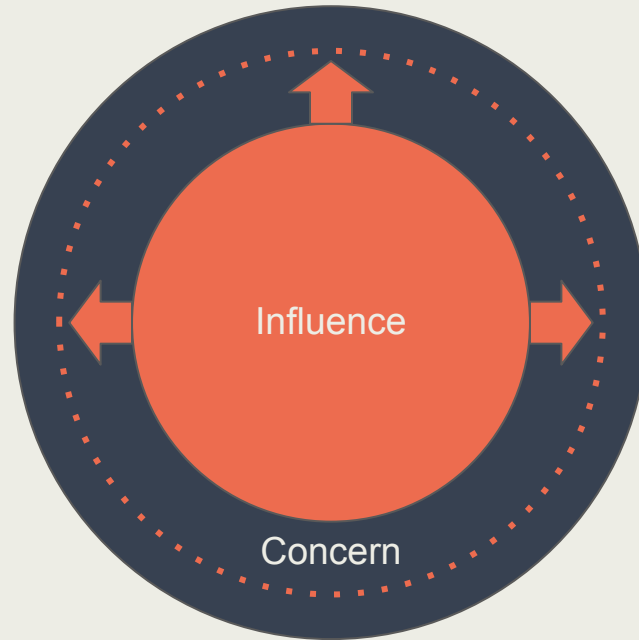
(MIT Sloan Review, 'Toxic Culture is driving The Great Resignation', January 2022)

Toxic leadership consistently emerges as the best predictor of toxic culture, emphasizing the crucial role of leadership in shaping a healthy work environment.

(MIT Sloane Review 'How to fix a toxic culture', September 2022)



# Stephen Covey - Circles of Concern vs Circles of Influence





# The Clear Water Model

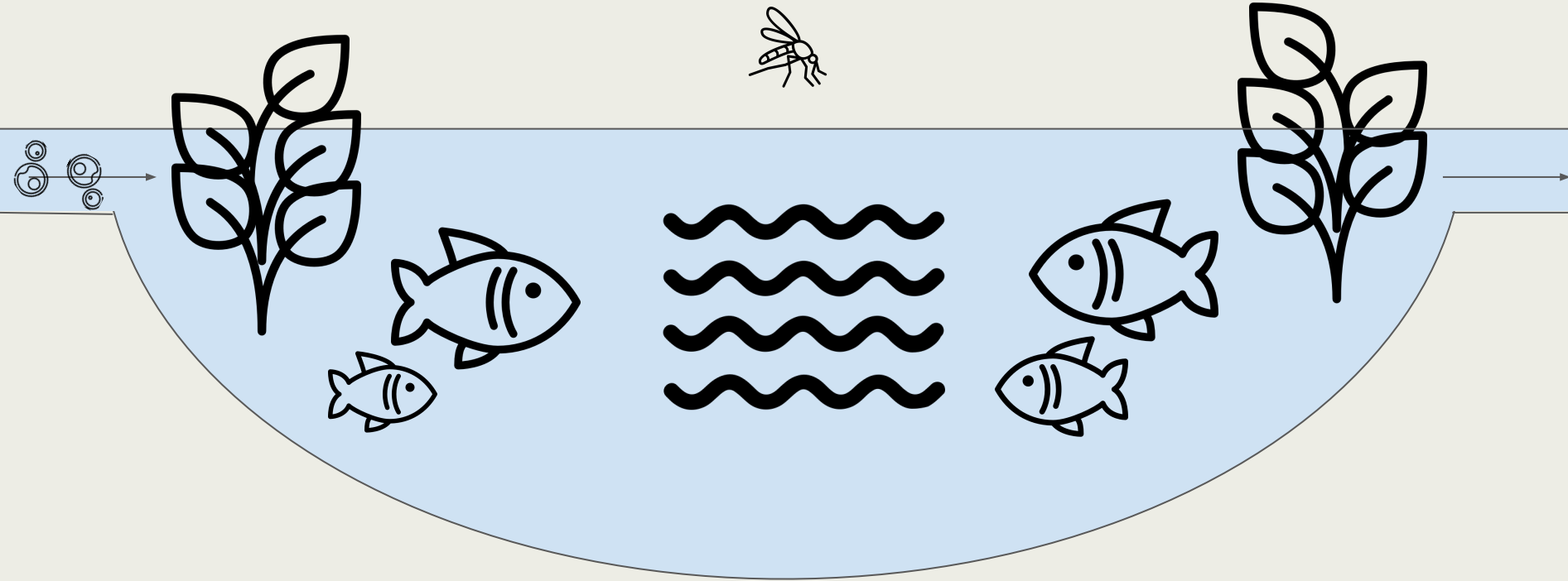
## Overview

Understanding Our Workplace Ecosystem



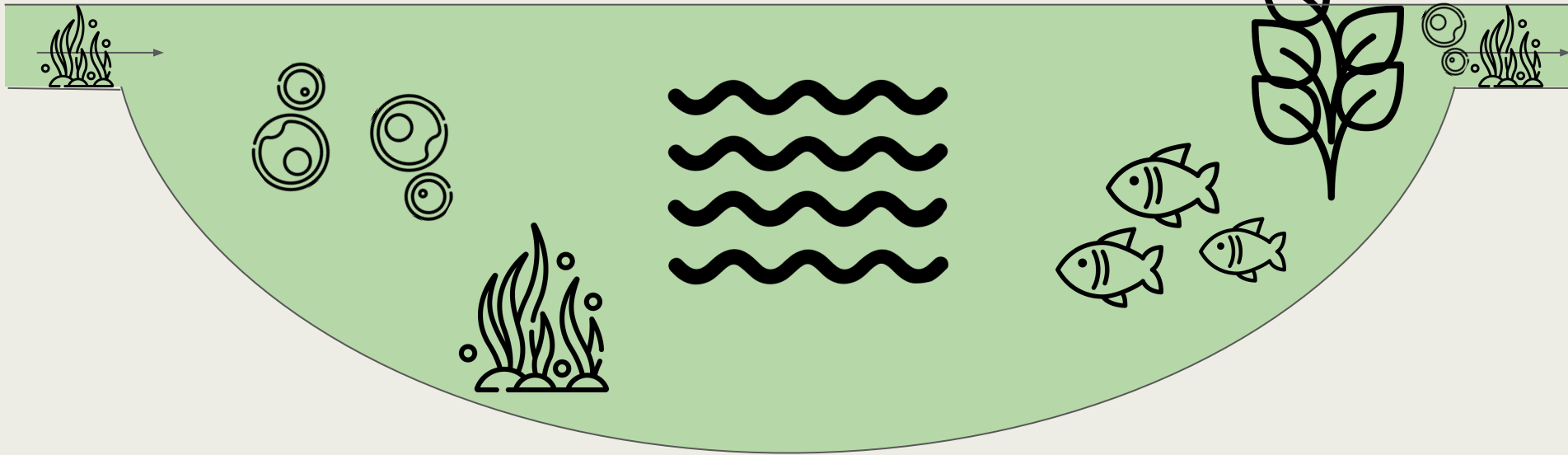


# Healthy Business Ecosystem: A Thriving Pond Life





# Toxic Business Ecosystem: A Struggling Pond Life





# Clarifying Workflows and Influences

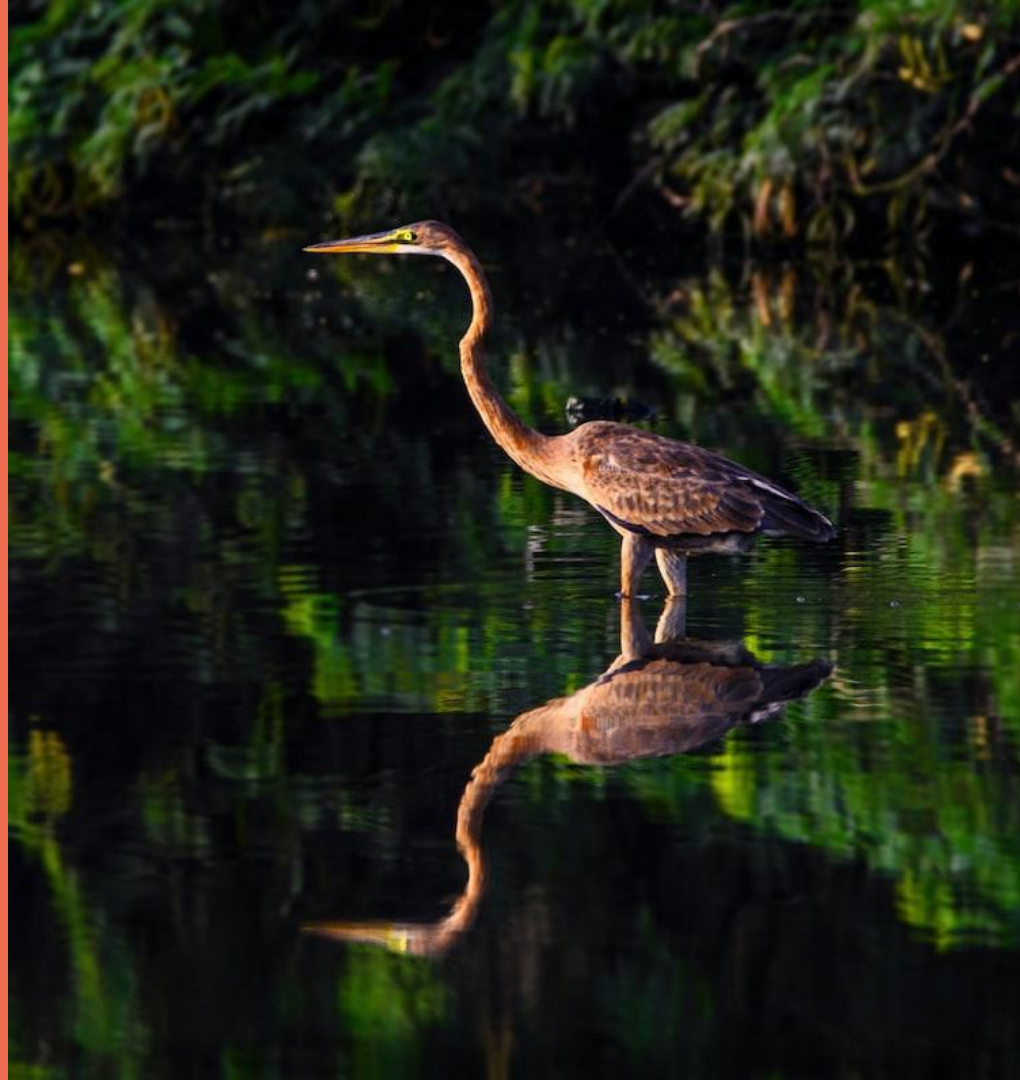
Upstream and Downstream  
Influences:  
Identifying Toxic Overspill





# Managing Expectations and Service Agreements

Clarifying expectations  
creates a positive  
atmosphere



# Clearing the Waters - Communication and Collaboration

Clear Communication, Calm  
Waters: Enhancing Productivity





# Cultivating Productivity - Planting the Right Seeds

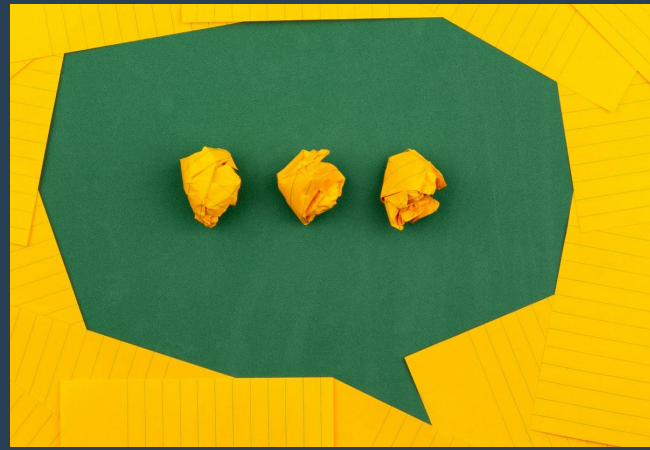
Thriving Plants, Thriving Team:  
Defending Against Toxic  
Behaviors

# Eliminating Toxic Pests

Recognizing Toxic Behaviors:  
Identifying Pests in the Pond







# Team Activity - Recognize and Eliminate Toxic Pests





# Commitments for a Healthy Pond Life

- › Keep Clear Waters
- › Swim Like Fishes
- › Weed Out Toxicity
- › Tend to the Plants
- › Create Ripples of Positivity



Collective intelligence.

Transforming  
working cultures  
to deliver results  
that matter.



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