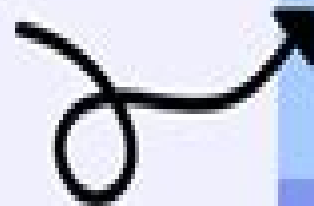


# Speak-Up Culture

## Lasting Strategies for Cultural Change



With a healthy speak-up culture, psychological safety is a given; every team member feels it's in their best interest to contribute to the dialogue. It's where employees are confident that their input will drive positive change, and where leaders truly listen and act on insights.

01

### DEMONSTRATE LEADERSHIP COMMITMENT

Display a genuine commitment to listening, investigating, and acting upon employee reports.

02

### ESTABLISH TRANSPARENT AND EFFICIENT CASE MANAGEMENT

Implement compliant, accountable and transparent processes for handling reports, ensuring a swift and effective resolution.

03

### ZERO TOLERANCE FOR VICTIMISATION

Enforce a clear zero-tolerance policy towards victimisation of those who speak up. Provide assurance that employees will be protected from negative consequences when reporting misconduct.

04

### ANONYMOUS REPORTING

Use an anonymous reporting system to encourage disclosures. Survey the cultural health of your organisation and detect misconduct early with data insights and analytics.

# Speak Up Speak Out Simple Strategies For The Speaking Business

**N Colangelo**



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