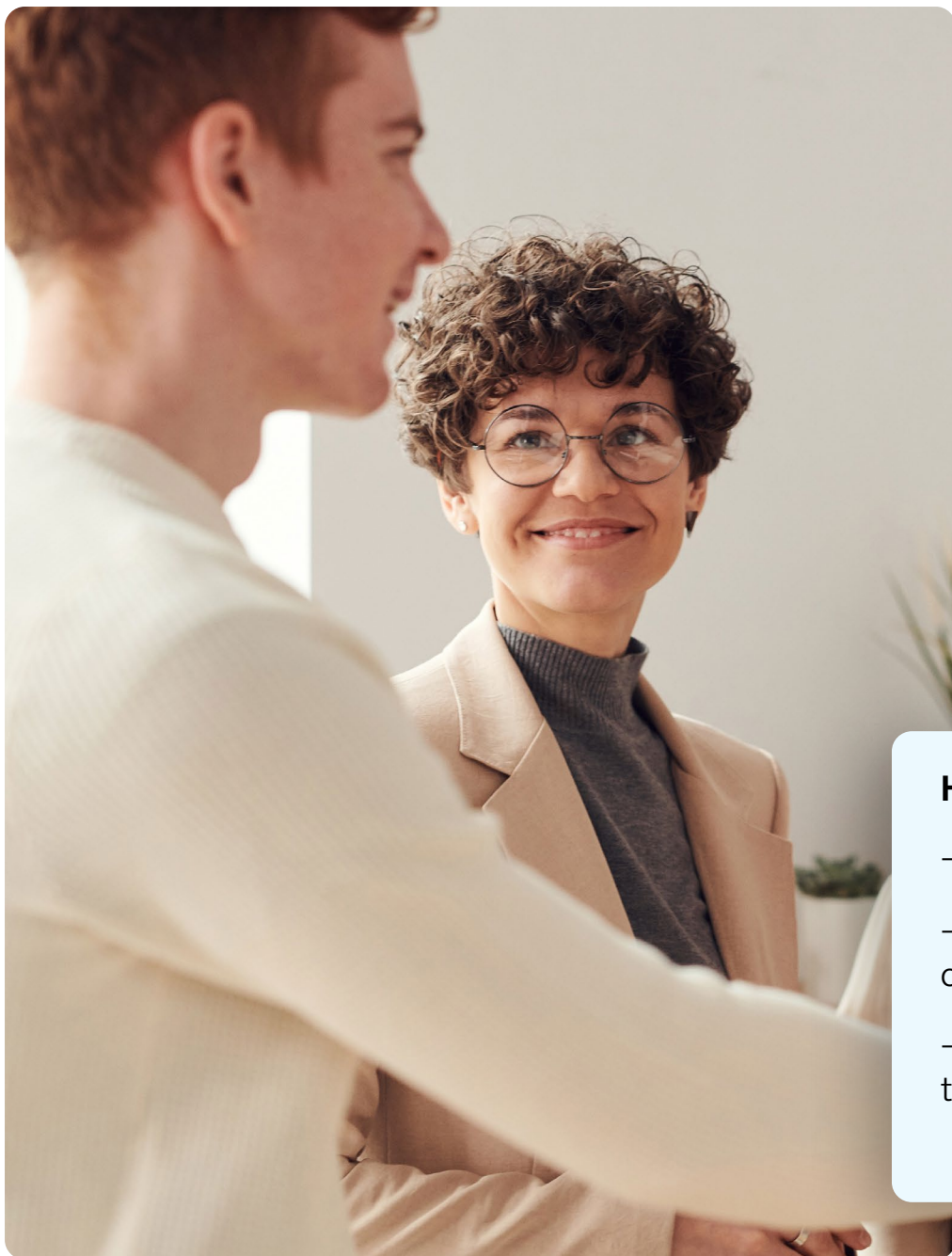


# The People Manual: Corporate Culture



Personio



Despite being one of the hottest topics in the world of work, corporate culture is often one of the toughest to grasp. For many HR managers, simply finding the time to understand, prioritise and focus on culture seems like a virtual impossibility.

In this guide, we will break down everything you need to know about corporate culture. Filled with helpful links to articles, guides, videos and even more, we will equip you with an easy-to-use roadmap for making culture a real priority.

### **Here's what you'll find...**

- The key streams of corporate culture
- Ways to understand and assess your present culture
- Methods for promoting a stronger culture in the future



# Understanding Your Corporate Culture

Building the business case for culture starts by first understanding it thoroughly. In this section, we have included a collection of guides on how culture operates in practice, the models through which you can understand it and the types that exist. Consider it a crash course in culture.

- [The Complete Guide to a Great Corporate Culture](#)
- [A Guide To The 3 Most Popular Corporate Culture Models](#)
- [Four Types Of Company Culture: Which One Is Yours?](#)
- [WATCH: HR Expert Talk: Courageous Cultures](#)

## On your left:

Click on any link to dive deeper and learn more!

Here's Our Must-Download → [Corporate Culture Guide](#)



# Taking Stock of Your Culture

Knowing about culture more generally is one thing. Understanding your own company's culture is a whole different kettle of fish. Inevitably, your employees will often define your culture. Starting with them can be a great way of understanding where and how far you have to go. Here are some great starting points:

- [Employee Engagement Survey: Questions, Tips, and Template](#)
- [Employee Pulse Survey Template: Ask, Answer, Act](#)
- [Employee Survey Template](#)

# Defining Your Corporate Culture

Your culture is a delicate balance between how your employees feel when they come to work and how you want them to feel when they come to work. To set a better culture in motion, consider becoming familiar with the following:

- [How Do You Identify and Communicate Company Core Values?](#)
- [Making an Impact with #ACCW22: Why We Invest in All Company Culture Week](#)
- [WATCH: The Great Reset - Act Now to Create the Future of Culture](#)

# Promoting & Activating Your Culture

Now the real work begins. Stating the culture you want and activating it are two necessary but separate initiatives. We start by thinking about employer branding for current employees and future talent (more on that below) and expand from there... Here's where to start:

- [Our Employer Branding eBook](#)
- [Webinar: Attracting Top Talent - Three Strategies for Success](#)
- [Pride at Work: Actions We Take to Educate Ourselves and Become Better Allies](#)
- [Mental Health In Tough Times: 6 Tips to Support Employees](#)
- [What Questions Help Determine A Hire's Cultural Fit?](#)
- [Personio CEO: Why Our All-Team Meeting Is My Favourite Part of the Week](#)





# Reviewing Corporate Culture

Your culture is always shifting in different ways. You need to keep your fingers on the pulse to ensure that you know when things are potentially taking a swing – for better or for worse. Here are some resources to continue making culture a priority:

- [The 5 Metrics That Help Track Employee Wellbeing](#)
- [What Is An Employee Net Promoter Score \(eNPS\)? Calculate Yours Here](#)
- [Organisational Values: Meaning, Examples, Purpose and Creation](#)

The screenshot shows the Personio website's navigation menu with links for Product, Why Personio, Pricing, About Personio, and Resources & Support. Below the menu is a featured article titled "Employee Life Cycle: Focus on employee experience to boost eNPS" with a "Download Our Guide" button. A "Latest Blog Posts" section lists two articles: "5 Important UK HR News Stories You May Have Missed" and "From Dublin to Amsterdam: The Start of Something New for Anita, Account Executive". On the right side of the page, there is a large image of a woman working at a computer in an office setting.

## What Is An Employee Net Promoter Score (eNPS)? Calculate Yours Here

# Continue Your Learning About Culture

Take some time to gain a big-picture perspective on every element of corporate culture. Download these guides for a more holistic view of the situation:



The Great Re-evaluation  
**Rethinking retention and performance management post pandemic**  
*Personio*

HR Study: The Great Reevaluation


**People strategies**  
A proactive guide to building your people plan



*Personio*

Build Your Own People Strategy

HR Study  
**The True Cost of a Crisis – HR's Response to Challenging Times**



Only 28% of HR teams feel very prepared to help their businesses remain resilient

*Personio*

HR Study: The True Cost of a Crisis

**“Personio helps us spend a minimum amount of time on rules and compliance, so we can spend time on things that matter and give us high value as a team”**

Anna Gullstrand, Mentimeter



# Make Time to Focus on Your Culture with Personio

The average HR team loses 3.5 hours each week on low-value tasks. But, 68% have a huge opportunity to compress the time spent on these admin tasks so that they can prioritise critical work like corporate culture.

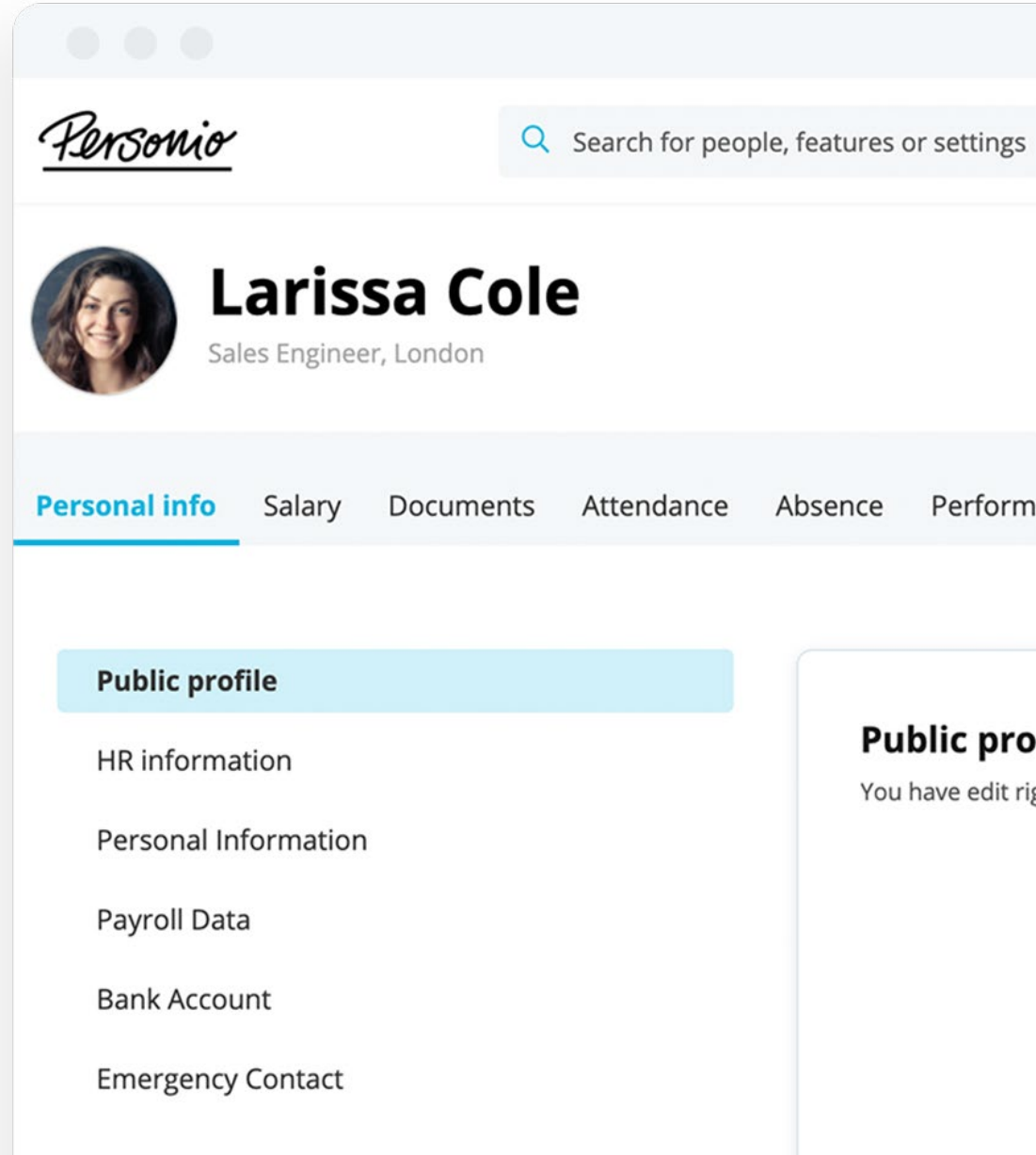
Let's break the cycle of admin determining just how much time you have for strategic work. Personio helps digitise your HR tasks and processes to open up time for what really matters: your people and your big-picture projects.

## Here's just a taste of how we've helped over 8,000 business across Europe:

- 450 employees expertly managed at LUSH
- 100 Excel sheets into one report with Premier Inn
- 30% of time saved from admin at Kiron.

Take some time to get to know Personio. Click the button below to begin your free 14-day trial to see how much time you could save to focus on building your culture.

[Start your free trial](#)



The screenshot shows the Personio user interface. At the top left is the Personio logo. To the right is a search bar with the text "Search for people, features or settings". Below the logo is a profile card for Larissa Cole, Sales Engineer, London, featuring a circular profile picture. Underneath the profile card is a navigation menu with tabs: "Personal info" (highlighted), "Salary", "Documents", "Attendance", "Absence", and "Performance". Below the navigation menu is a "Public profile" section with a light blue header. This section contains a list of profile categories: "HR information", "Personal Information", "Payroll Data", "Bank Account", and "Emergency Contact". On the far right, a partial view of another "Public profile" section is visible, showing the text "You have edit rig".



Personio