

Tool 4 // Voices in our organisations

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Some thoughts before you start...

Where are the voices in our organisation?

Who makes the decisions?

Who gets heard?

Whose voices are missing?

Why are they missing?

This simple tool is a great way to surface the structural inequality that might exist in our organisation and what we need to do to our working practices to address this.

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Tool 4 // Step One & Two

Step One: With your colleagues complete the matrix on the next slide by following these steps...

1. Look at these 4 quadrants and consider whose voices are strong and whose voices are weak in your organisation (some of these will be named individuals and some might be role-based, eg the CEO has a strong voice because of their role; if their personal voice does not match that, that's an interesting conundrum)
2. Comparing your list of stakeholders, are there voices that are absent in your organisation?
3. If there are stakeholder voices that are absent or weak, what are the barriers that are preventing them from having a strong voice?
4. How can you remove those barriers?

Step Two: What does the matrix tell you? What do you need to do to address the barriers that exist?

Tool 4 // Template

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Strong Voices

Weak Voices

Absent Voices

Barriers