



Culture Club

*Your refreshed club, building the
future of your community's culture!*

Driving Engagement...Our Culture Club

- Two separate committees
- Goal of fostering a retention culture and inspiring team member engagement
- Review turnover trends, engagement programs, communication process and team member satisfaction

A **simple, voluntary** club centered around fueling community culture and team member engagement!



What is a Culture Club?

- **Committee** with membership of 5-20 individuals (*dependent on community size*)
- Team members from a **variety** of departments, shifts and leadership levels
- **Department Representative:** Represents their colleagues, is an active participant, and solicits ideas from department peers
- Community BOM/HR Partner to serve as **sponsor**



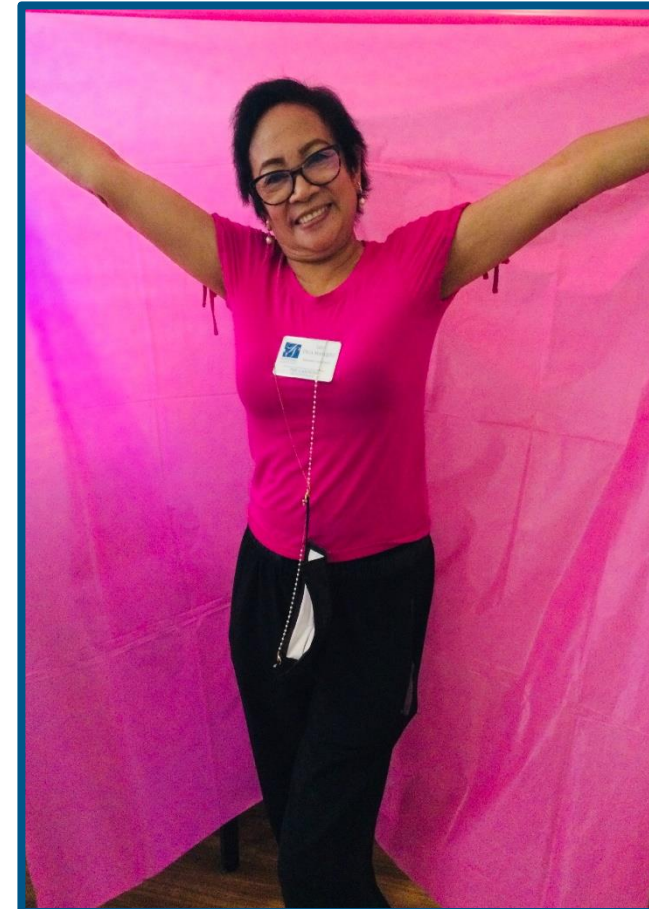
What does a Culture Club do?

- **Meets** monthly in larger communities and twice per quarter in smaller communities
- Proposes, plans, and executes **social events and activities**
- **Recognizes and celebrates** key observance days (Ex: Hispanic Heritage Month, Nurses Week)
- Proactively **welcomes** new team members



What are the Benefits of a Culture Club?

- **Fosters** positive change
- **Builds** connections
- **Promotes** inclusivity
- **Drives** engagement
- **Advances** our culture
- **Reduces** turnover



Forming a Strong Club

Qualities of a Culture Club Member:

- Models One Team mindset
- Demonstrates alignment with community values
- Has a strong understanding of the community population
- Displays creativity, good communication & listening skills, dedication and a solution-oriented attitude
- Is well respected among peers and members of leadership team
 - *ED and BOM/HR Partner are responsible for member selection. Members must be employed for at least 30 days and considered in good standing.*

Recruiting Club Members:

- Post a sign-up sheet on the bulletin board at your community
- Leadership encourages and promotes the club
- Educate new team members
- *Hosting events and being visible to the community is your best advertisement!*

Roles and Responsibilities

Setting clear responsibilities when forming directly impacts your club's success!

EDs work with their leadership team to:

- Ensure the committee is active
- Market the club and solicit members
- Identify and make personal recommendations for members to join

BOM/HR Partner is responsible for:

- Scheduling club meetings
- Guiding the club and is an active participant
- Ensuring meeting minutes are taken
- Partnering with the ED to select members, sustain the club and execute meeting cadence





Thank you