



CORPORATE **LEARNING** INSTITUTE
Innovative Training | Coaching | Strategy Solutions

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A large, light blue arc forms the top half of a clock face. Inside the arc, a red lightning bolt points downwards. The text 'CLI' is in blue, and 'two-minute read' is in red.

CLI two-minute read

*A series of tips that
will improve your
performance at
work in no time!*



Building Community in the Workplace

Dr. Susan Cain, Ed. D & Taylor Viering | Corporate Learning Institute

There's always room for improvement. Use this Two-Minute Reads as a free tool that you and your organization can use just for that reason.

Do you remember going trick-or-treating at Halloween? Bounding up the stairs to ring the doorbells of neighbors you knew? How about as you got older and wandered beyond the familiar boundaries of your neighborhood? Did you feel apprehension? Or excitement? What made the difference when you approached an unfamiliar house? Each house and community that you entered left an impression—welcoming, indifferent, hostile. The way that we experience communities in our work environments is very similar.

Community is the neighborhood we live in at work.

When it comes to organizational effectiveness, community building is particularly important. A successfully developed community:

1. Enhances organizational learning
2. Elevates innovation and creativity
3. Strengthens employee morale
4. Increases a sense of employee loyalty
5. Increases organizational citizenship behavior
6. Develops leadership
7. Helps implement organizational change.

The first thing to do is to start a conversation around all organizational levels about the need to create community, and the importance of developing a positive, affirming workplace. Start with defining what a community is and list expectations.

Leadership plays a crucial role in building community because leaders can nurture the community by establishing the strong expectations that employees will develop cooperative work relationships and deal openly with problems. In other words, leaders model the way toward becoming a welcoming “neighborhood”.

CLI provides coaching, training, and strategic planning services to help your business grow. Our expert, research-based design and facilitation skills will help develop more effective individual contributors, leaders, managers and supervisors, or strengthen teams and collaborative groups. We bring in the best content expertise and blend it with your culture and specific needs.

For more Two-Minute Reads, go to corplearning.com/resources/two-minute-reads

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