Bridging Differences, Forging Cohesion

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Singapore is a diverse and cosmopolitan society. What we do daily to build a healthy, open culture in our workplaces is important as it can make a difference in times of tension. Here are three basic tips to strengthen your corporate social fabric:

HARMONY
EMBRACE
TEAMWORK
RESPECT
KINDNESS

Establish Strong Corporate Values

Inculcate values such as RESPECT, HARMONY and TEAMWORK in your organisation's values, and be consistent in encouraging such behaviours. Consider showing appreciation through awards or other forms of recognition, to outstanding employees who have demonstrated these values.

Encourage Feedback

Nurture an open culture where providing feedback is encouraged in the organisation. This includes developing feedback channels which employees are comfortable using, and ensuring that their feedback is taken seriously. Adopt grievance handling procedures to help resolve issues before they escalate.

Celebrate Diversity

Promote understanding of the diverse backgrounds among your colleagues through regular bonding activities. Colleagues can organise learning journeys to share and help address questions about their culture and practices. Open communication is vital to help promote better knowledge and understanding of issues, as well as foster an appreciation of differences to strengthen unity within diversity.

SGSecure@Workplaces Bulletin

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