



A LITTLE BOOK OF

# FRESH IDEAS

FOR LEADERSHIP AND  
WORKPLACE CULTURE



A project of ACHIEVE Centre for Leadership

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**FRESH  
IDEAS**

FOR LEADERSHIP AND  
WORKPLACE CULTURE

ERIC STUTZMAN  
WENDY LOEWEN  
RANDY GRIESER

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*To all of you who care deeply  
about creating great places to work.*

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# INTRODUCTION

We believe that everyone deserves to like where they work. When employees like their workplace, it's not only good for their mental health and well-being, it's also good for their organizations – both financially and otherwise. As leaders, when we intentionally cultivate a culture based on trust, empathy, and understanding, we are creating an environment in which our people can thrive.

This book is a collection of chapters from *Don't Blame the Lettuce: Insights to Help You Grow as a Leader and Nurture Your Workplace Culture*. We've handpicked five of our favourite chapters to inspire reflection on your own leadership approach. Our hope is that these insights will help you create a happier, healthier, more productive organization.

## **DON'T BLAME THE LETTUCE FOR NOT GROWING**

You'll find out more about this concept in the first chapter, but in short, our job as leaders is to create workplaces in which our employees can grow and thrive. Leaders play a crucial role in shaping this environment because we're the ones with the most influential position in the organization.

Leading others is no easy task. That's because wherever there are people, a culture inevitably forms, and cultures can seem abstract. But when you slow down and notice what's going on around you, culture becomes a little more tangible. How do people interact at your office? Is there laughter in the halls, or do you only hear crickets? Do people get together outside the office? Is there an atmosphere of formality or are things pretty relaxed? Do people care for each other by extending grace and gratitude, or does conflict

permeate and remain unresolved?

All these things (and many more) come together to form a culture, and any workplace with more than one person inevitably has one. And since leaders have the most influence, we set the tone for how our workplace operates.

## **IT'S ABOUT DOING GOOD WORK TOGETHER**

At ACHIEVE, one of our core values is *togetherness*, meaning we do great work in collaboration with each other. Throughout these chapters, you'll notice a theme of working well together, which focuses less on practical skills, and more on creating the conditions in which people feel safe, supported, and are able to show each other empathy and compassion. We're interested in creating cultures of authenticity – where the “human” element is acknowledged, and people can be them-

selves, share ideas and mistakes, and speak up when something seems off.

When workplaces cultivate these ways of interacting, we believe that things like productivity, engagement, and more concrete results like profits will follow.

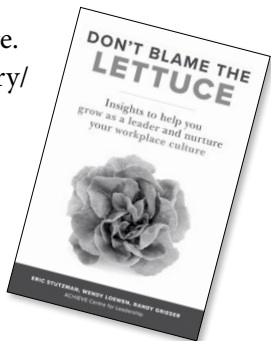
Whether you are a seasoned leader or someone aspiring to create a better workplace, this book offers practical insights and reflective questions to guide you in building a supportive and dynamic organizational culture. Each chapter provides a lens through which to view common workplace issues, turning them into opportunities for growth and improvement.

## ADDITIONAL RESOURCES

### **READ *DON'T BLAME THE LETTUCE* AND OTHER GREAT LEADERSHIP BOOKS FROM ACHIEVE PUBLISHING**

If you liked *A Little Book of Fresh Ideas for Leadership and Workplace Culture*, check out *Don't Blame the Lettuce!* It's filled with over 50 insights like the ones you just read, and will challenge you to overcome obstacles, respond to opportunities, and nurture a healthy workplace culture in new and innovative ways.

Visit [achievecentre.com/product-category/book](http://achievecentre.com/product-category/book) for more info.



### ***A Little Book About Trauma-Informed Workplaces***

Learn how to create a trauma-informed workplace that supports the well-being of all staff and clients. This book outlines five key principles and includes reflection questions, making it an ideal resource for team discussions.

### ***A Little Book About Workplace Culture***

Discover how to intentionally contribute to a respectful and inspiring workplace culture. This 20-minute read presents six key elements of a healthy culture, with reflection questions to spark meaningful conversations within your team.

***The Ordinary Leader: 10 Key Insights  
for Building and Leading a Thriving  
Organization***

Gain practical insights from ACHIEVE Founder Randy Grieser on how to lead a thriving organization. This book covers ten essential principles for effective leadership, supported by real-world examples and survey feedback.

***The Culture Question: How to Create a  
Workplace Where People Like to Work***

Explore six key elements that influence workplace culture and learn how to make your organization a place where people love to work. This book provides actionable strategies and includes unique insights from our survey of over 2,400 leaders and employees.

## **SUBSCRIBE TO OUR MEMBER PLAN**

Imagine having access to a full library of professional training, whenever you need it!

That's exactly what our member plan subscription offers: A low-cost, all-access pass to every one-hour webinar we've created, plus exclusive on-demand workshops and discounts. Whether you're looking to enhance your own leadership and workplace skills or provide your entire organization with top-tier training, we've got you covered.

### **What's included?**

- Unlimited access to to over 40 webinars
- 10% off all our workshops
- Exclusive monthly discounts ranging from 10-50% off select trainings, books, and other resources

Visit [achievecentre.com/members](https://achievecentre.com/members) to sign up today.

## **TAKE OUR WORKPLACE CULTURAL HEALTH ASSESSMENT**

Are you looking for a more accurate picture of your organization's health? This assessment normally takes between two and five minutes to complete, and you will receive an eight-page report to help you evaluate, understand, and discuss your organization's culture.

Visit [achievecentre.com/workplace-cultural-health-assessment](http://achievecentre.com/workplace-cultural-health-assessment) to gain valuable insights into your workplace's culture.

## **SUBSCRIBE TO OUR NEWSLETTER**

Stay up to date on everything we have to offer! Here's what you'll get when you sign up:

- **Weekly Leadership and Workplace Culture tips:** We'll share practical advice, strategies, and insights to enhance your capacity to lead others and be the best you can be.
- **Free resources:** We regularly include free printouts and info sheets on everything from employee engagement to leadership development to conflict resolution.
- **Event Info:** Stay informed about upcoming workshops, webinars, certificate programs, and retreats.

## **SUBSCRIBE TO THE ACHIEVE WORKPLACE CULTURE PODCAST**

Listen as ACHIEVE leaders Eric, Wendy, and Chris cover the latest on leadership and workplace culture by discussing recent articles and news stories through the lens of their experiences as leaders and consultants.

Visit [achievecentre.com/podcast](http://achievecentre.com/podcast) to subscribe.

### **FOR MORE INFORMATION:**

[www.achievecentre.com](http://www.achievecentre.com)

[info@achievecentre.com](mailto:info@achievecentre.com)

877-270-9776

## ABOUT US



Eric, Randy, and Wendy

### **AUTHORS**

Eric, Wendy, and Randy are co-authors of *Don't Blame the Lettuce: Insights to Help You Grow as a Leader and Nurture Your Workplace Culture*, which contains the chapters found in this book, along with many more. They are thought leaders and consultants with ACHIEVE Centre for Leadership. At the heart of their work is a belief that everyone deserves to like where they work, and they are passionate about inspiring others to create great workplaces.

Find the authors' latest thoughts on leadership and culture at:

[WWW.ACHIEVECENTRE.COM/BLOG](http://WWW.ACHIEVECENTRE.COM/BLOG)

## **ACHIEVE CENTRE FOR LEADERSHIP**

When a workplace culture is purposefully cultivated to be respectful and inspiring, employees are happier, more productive, and more engaged. That's why we provide training, consulting, and resources for leaders and teams, developed with the guiding belief that *everyone* deserves to like where they work.

We're proud to have helped thousands of individuals and organizations improve their leadership skills and workplace culture. Join us in our mission of creating a world where everyone likes their workplace.

## EVERYONE DESERVES TO LIKE WHERE THEY WORK

When leaders focus on developing a healthy culture, they create workplaces where people can thrive.

This book will challenge you to reflect on your leadership approach as you explore five unique ideas for creating and maintaining a great workplace.



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