

A group of diverse people in a meeting, with a central dark overlay containing text.

Creating a Remarkable Workplace Culture

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Audiologist

Allegheny Hearing & Balance

Our Why



Who has had a bad job?





Who has had a bad experience in a doctor's office?

Workplace Culture Factors

Values

Traditions

Beliefs

Interactions

Behaviors

Attitudes



Why is Culture Important?

Employee Retention

Increase Engagement

Improved Performance

Attract Higher Level Talent

Patients Will Feel It

Customer Experience

Remarkable

Great

Good

Average

Poor

Keys to Remarkability

Ensuring the right people are on the team

Understanding how generational dynamics and personalities influence the workplace

Scheduling your day for efficiency and effectiveness

Elevating your team through leadership

Building a Remarkable Team



Must, Like, Can't

Must Have

- Must be an audiologist
- Must be a great multitasker

Like to Have

- Provider that does balance
- Connected to the community

Can't Have

- Someone not licensed in the state currently
- Someone that isn't outgoing

Job Interview



A photograph of a ghost figure made of a white sheet with two black eye holes, standing in a dark, industrial environment. The ghost is positioned on the right side of the frame. A grey speech bubble with a black outline is centered in the upper half of the image, containing the text "Ghosts are spooky...don't be one!". The background consists of dark, textured walls and a floor covered in rubble and debris. On the left side, there are vertical metal structures with a repeating pattern. The overall lighting is dim and blue-toned, creating a spooky atmosphere.

Ghosts are
spooky...don't be
one!

A low-angle, upward-looking photograph of four business professionals in a circle, holding hands and smiling. The individuals are dressed in professional attire, including light blue shirts and grey blouses. The background is a bright, overcast sky. A semi-transparent grey horizontal band is overlaid across the center of the image, containing the text "Let's All Get Along" in a white, sans-serif font.

Let's All Get Along

A collage of numerous Polaroid-style photographs of diverse people of various ages, ethnicities, and genders, all smiling or looking positively. The photos are arranged in an overlapping, non-grid pattern. A semi-transparent grey horizontal band is centered across the collage, containing the text "Generational Dynamics" in white. The background behind the photos is a light, textured surface.

Generational Dynamics

"Baby Boomers Work"



aby Boomers Affecting the Workplace ...
restsoundworkforce.com



Baby boomers should 'stay in work to ...
bbc.com



Baby Boomers Work Longer, Delay ...
businessinsider.com



Baby Boomers in the Workp...
seniors.lovetoknow.com



Baby Boomers in the On-Demand Economy ...
thestaffingstream.com



Boomers are still influ...
randstad.ca



Happened to the Baby Boomers ...
incowboy.wordpress.com



Baby Boomers Can Learn From Millenni...
blog.adeccousa.com



5 Job Search Tips for Baby Boomers ...
glassdoor.com



7 Ways Boomers and Millennials Differ ...
thefiscaltimes.com



push baby boomers into retirement ...
federalnewsradio.com



Workpl...
wwspi.c



baby boomers working longer and harder ...
boomercafe.com



Baby Boomers More Stressed, More ...
businessadministrationinformation.com



Baby Boomers seeking flexible work ...
kimbassetflorida.com



Silver Tsunami, how it affects Baby ...
my.wealthyaffiliate.com



Baby Boomers to Val...
workflexibility.org

"Generation X Work"



at Work: Styles and ...



Understanding Gen X, Gen Y and Gen Z in...
applerubber.com



Gen X vs. Gen Y: Who's MTV and Who's ...
nbcbayarea.com



Generation X Fails to Match Their ...
blog.shrm.org



Young Gen Y happy with work-life, Gen X ...
idealog.co.nz



Work Fe
nextaven



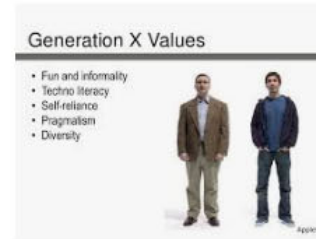
otivates Generation X at work ...
eview.com



Generation X — not millennials — is ...
cncb.com



Workplace Generation Wars - SogetiL...
labs.sogeti.com



Four Generations at Work
slideshare.net



What about Gen Xers in the Workplace ...
ngenperformance.com



n X ...
sinessinsider.com.au



How To Bust The Most Common Age-Related ...
lifehacker.com.au



When Gen X Runs the Show - The Future ...
content.time.com



What motivates Generation X at work ...
oxford-review.com



Millennials, Gen X, and
business2community.co

"Millennials Work"



Millennials Want a Culture ...
huffingtonpost.ca



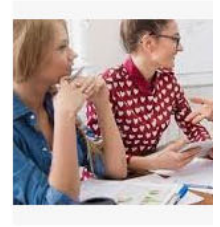
Highly Appealing Professional Habits ...
thehrdigest.com



The One Thing Millennials Struggle With ...
digitalistmag.com



Keeping Working Millennials Happy ...
advancesystems.ie



Why Don't Millennials Want ...
millennialmarketing.com



Millennial Workers
workmarket.com



What matters most to millennials at ...
blog.myron.com



Millennials Aren't Afraid to Talk About ...
workingmother.com



Perspectives on Diversity & Inclusion ...
webershandwick.com



How to Manage the New Age Workf...
signority.com



Millennials
qualtrics.com



This Is Why Millennials Care so Much ...
inc.com



The Work Benefit Millennials Want But ...
debt.com



Communicate with Millennials at Work ...
axerosolutions.com



5 Things Millennials Want a...
millennialboss.com



Do Millennials Really Want From Work ...
createcultivate.com



What Do Mi
iafrica.com

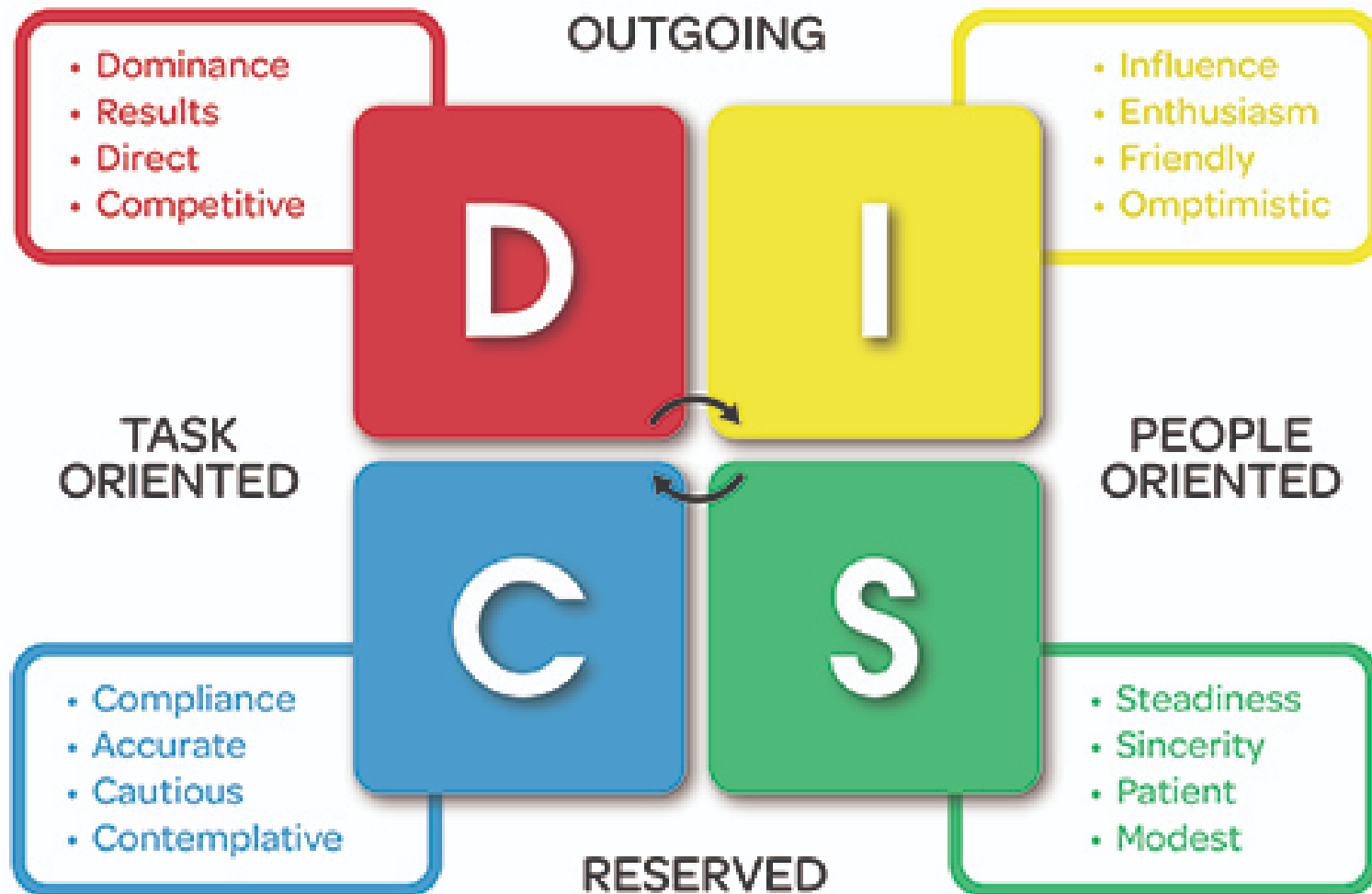
Generational Dynamics

Baby Boomers	Generation X	Millennials
<ul style="list-style-type: none">• Traditional Office Hours• Competitive• Salary• In-person• Unnecessary Work/Life Balance	<ul style="list-style-type: none">• Flexible Schedule• Autonomous• Security• Email, voicemail• Work to live	<ul style="list-style-type: none">• Flexible Schedule• Entrepreneurial• Personal relationships• Text, social media• Meaningful work overflows into personal life



What's Your Style?

What's Your Style?



[#1](#)

[#2](#)

[#3](#)

[#4](#)

A pyramid of wooden blocks is shown on a light blue surface against a dark blue background. The pyramid is composed of several layers of rectangular wooden blocks, with the top layer having one block, the second layer having two blocks, and the third layer having three blocks. The blocks are arranged in a symmetrical, stepped pattern. A semi-transparent grey banner is overlaid across the middle of the image, containing the text "Building Your Schedule for Success" in white, sans-serif font.

Building Your Schedule for Success

Plan Your Week for Success

Revenue Goal: \$62,500 ASP: \$2,650

Hearing Aid
Consultation
(Private Pay)
6 x 1.5 hours

Hearing Aid Fitting
6 x 1 hour

Follow-Up
6 x 30 minutes

Walk-in Hours
2 x 2 hours

Physician Outreach
1 x 2 hours

Outbound Calling
2 x 30 minutes

Administration Time
5 x 30 minutes

Non HAC
Appointments
(VNG, Peds, TPA, etc)
10 hours/ week

Time	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
8:00	Admin	Admin	Admin	Admin	Admin
8:30	Physician Outreach	HAC	Follow-Up	HAC	Walk-In Hours
9:00			HAC		
9:30		Outbound Calling		Fitting	
10:00			Fitting		
10:30	HAC	Fitting			
11:00			Follow-Up	Follow-Up	
11:30	Follow-Up	Follow-Up			
12:00			LUNCH		
12:30	LUNCH				
1:00	Non-HAC	HAC	Non-HAC	Follow-Up	Non-HAC
1:30				HAC	
2:00		Walk-In Hours			
2:30				Walk-In Hours	
3:00		Walk-In Hours			
3:30				Admin	
4:00		Admin			
4:30	Admin				

A row of seven dark, reflective spheres is shown against a dark blue background. The sphere in the center is brightly lit from below, causing it to glow white and cast a soft light on the surface it rests on. The other spheres are dimly lit and appear dark. The overall composition is centered and symmetrical.

Elevate Your Team with Leadership

"Boss Work"



Ten Archetypes Of A Terrible...
forbes.com



How to Read Your Boss' Work Habits to ...
themuse.com



Keep Calm With Your Boss At Your W...
youthincmag.com



Work Generation Gap With Younger Boss
aarp.org



Secrets Your Boss Won't Tell You That ...
rd.com



12 Ways t
gobanking



Ask Your Boss for Better Work-Life Balance
wisebread.com



How To Convince Your Boss To Let You ...
generationy.com



Women prefer to work for male bosses ...
dailymail.co.uk



Boss Employees Genuinely Love ...
virtuallyhere.net



How to make a ba
irishtimes.com



Bosses unhappy at home wreak havoc...
newsroom.niu.edu



5 Ways to Get Your Boss to Be More ...
medium.com



Snarky Coworker Got You Down? - Career ...
career-intelligence.com



Secrets Your Boss Won't Tell You That ...
rd.com



The 9 Worrying Signs of Favouritism at Work
careeraddict.com



You si
theney

"Leader Work"



Work Best Right ...



How to Make Leadership Work for You...
360.advertisingweek.com



Yes, Introverts Can Be Leaders At Work ...
rd.com



5 Key Leadership Qualities Every ...
uvisor.com



Examples of When You Should NOT Be a Le...
richtopia.com



Susan Cain Talks about Leadership ...
quietrev.com



Work Valuable ...



How to make servant leadership work for ...
bizjournals.com



Leadership Sculptor - Who I work With ...
leadershipsculptor.com



Future of Leaders #FoW #ESN ...
kinshipenterprise.com



Creating Passion at Work: 5 Leadership ...
chipscholz.com



Leadership Can Learn From ...



CovaiCare | Leadership | Retirement ...
covaicare.com



IT LEADERSHIP - CANDIDATE * QSRB
qualstaff.com



From Coding to Management to Leadershi...
coderhood.com



Report On Leadership Across Cultures ...
assignmentdesk.co.uk

How to be a Leader when You're not the Boss

Be
Intelligent

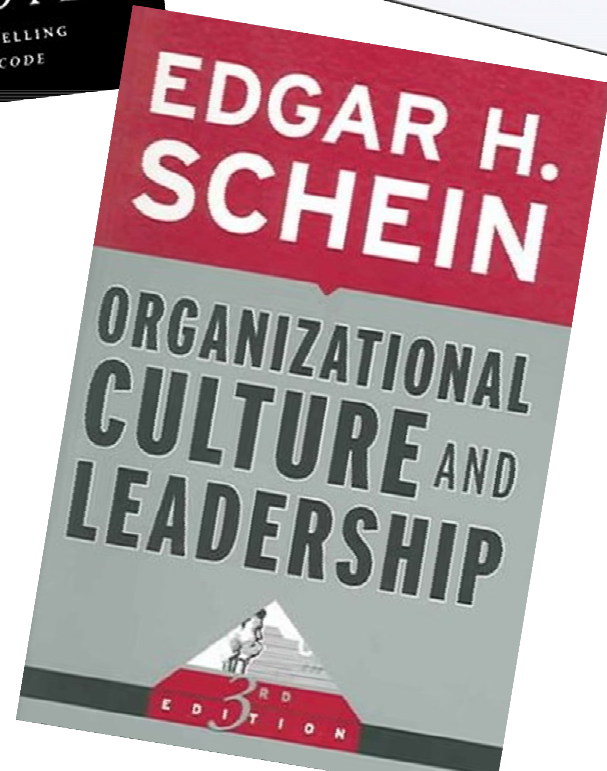
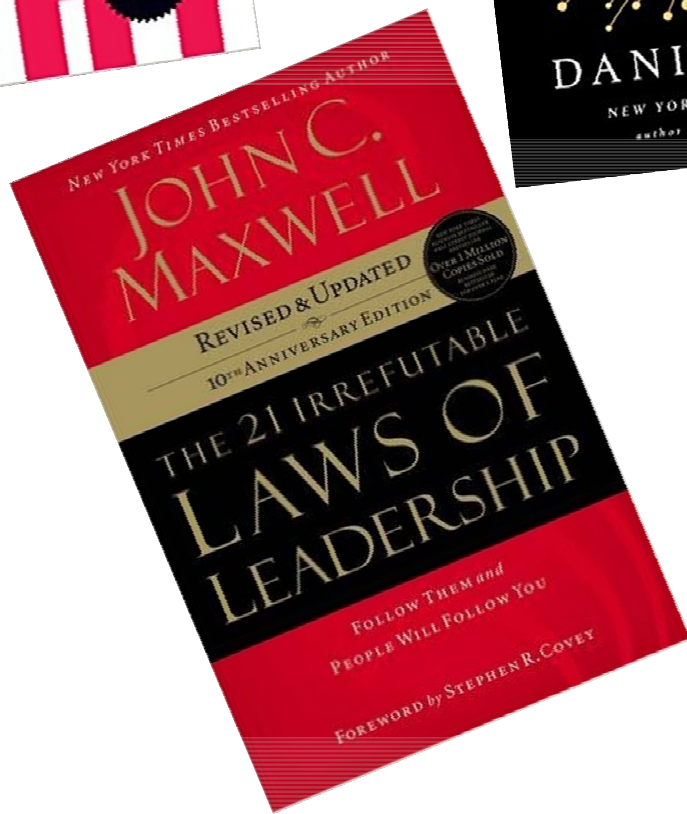
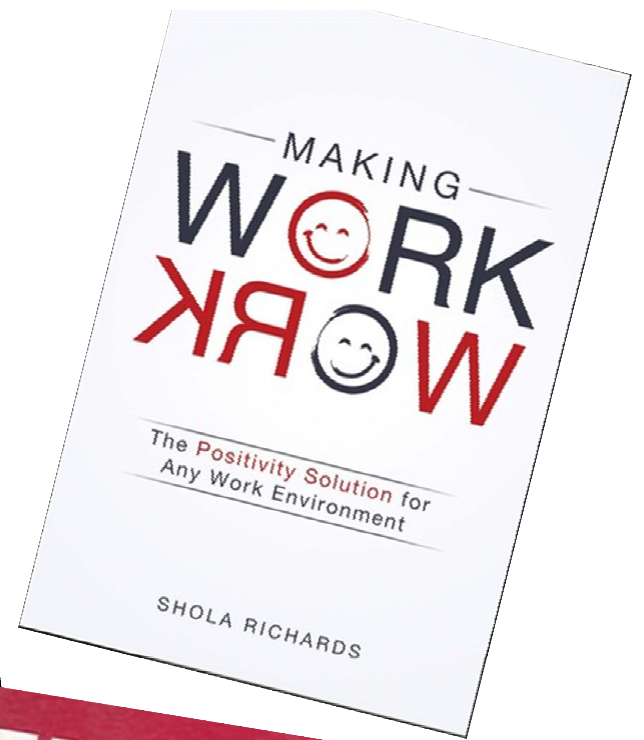
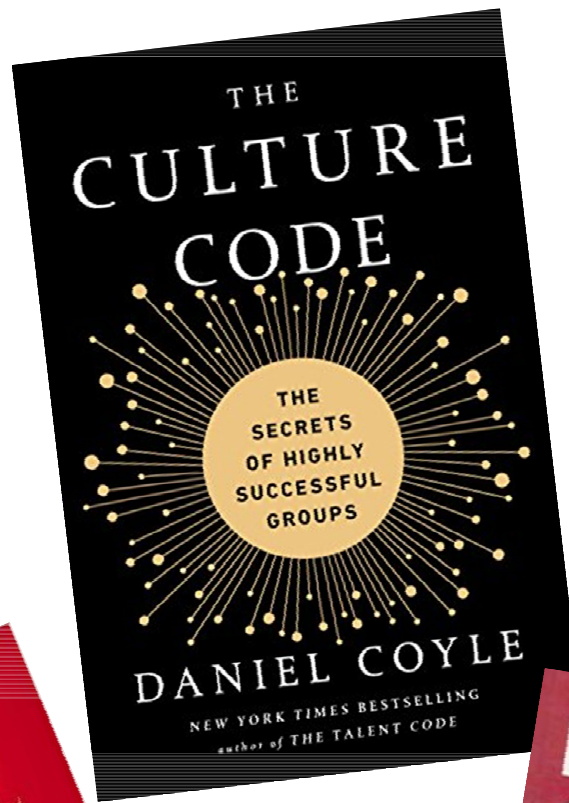
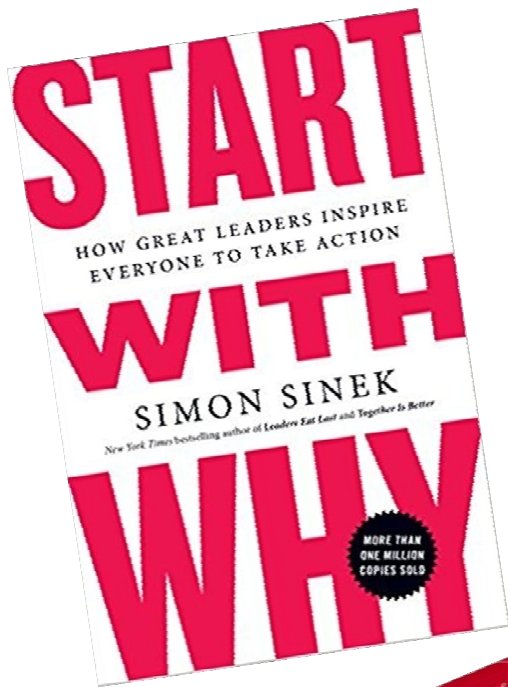
Be
Fearless

Have
Fervor

Always
Give

Leadership = Ownership





Keys to Remarkability

Ensuring the right people are on the team

Understanding how generational dynamics and personalities influence the workplace

Scheduling your day for efficiency and effectiveness

Elevating your team through leadership

A photograph showing several hands reaching towards white puzzle pieces on a wooden table. The puzzle pieces are arranged in a line, and the hands are positioned around them, suggesting a collaborative effort or a puzzle-solving activity. In the background, there is a pen and some papers. A dark banner at the bottom of the image contains the text "Questions?".

Questions?