



# Workplace

*Build better teams, strengthen inclusivity, improve well-being and enrich communication through story-sharing.*

## We all want to build strong, healthy, cohesive teams...

*A key ingredient for a successful and sustainable organisation is the quality of the relationships between its people – and good relationships are built on trust and empathy, where people seek to understand more about those they interact with.*

*This particularly applies to organisations that are passionate about embracing diversity and encouraging people from different backgrounds to accept one another for who they are.*

*One of the most powerful ways to develop empathy, build trust, and enhance relationships is to share in each other's stories.*

## What it's all about

*What's Your Story? Workplace* is a story-sharing initiative developed by Heartlines, the Centre for Values Promotion, and delivered by our consulting arm, Heartlines Consulting, to create connections between people, break down barriers, and strengthen cohesion in teams and organisations.

Personal storytelling is the starting point for greater understanding, trust and cohesion. This leads to a more connected team and a productive, healthier workplace.

WYS Workplace can be used in multiple contexts – with small teams or across an entire organisation, and can be done remotely or in person.

## How it can benefit your company

### Building Social Capital

#### Greater Inclusivity

Story sharing leads to reduced prejudice and potential for conflict, releasing the creative power of diversity where everyone feels accepted and valued.

Sharing our stories in the workplace leads to better understanding between individuals, improved communication and higher levels of collaboration.

#### Enriched Communication

#### Improved Well-being

Research has shown that story-sharing can play a positive role in people's emotional and mental health.

The insights gained from hearing people's stories equip teams to become more authentic and robust.

#### Stronger Teams



## How effective is story-sharing?

Heartlines' work is strongly research-driven and we use monitoring and evaluation to assess the effectiveness of all our work. We have a number of case studies showing the positive impact of *What's Your Story?* in workplaces.

Visit our website to view the case studies or contact our team at [wys@heartlines.org.za](mailto:wys@heartlines.org.za) for more information.

**"Research has found that feeling authentic and open at work leads to better performance, engagement, employee retention, and overall well-being."**

– Morra Aarons-Mele, *Harvard Business Review*

## How it works

We have a number of resources that enable you to easily run WYS Workplace within your team or company, in a variety of contexts, including online. The diagram below shows a typical rollout process. You can find all the resources you need online at

[www.heartlines.org.za/wys/workplace](http://www.heartlines.org.za/wys/workplace)



If you'd like to run it more formally, or need help implementing it, our experienced Heartlines Consulting team provides tailored workshops (in person or online) to address your specific needs. Get in touch with us at [www.heartlinesconsulting.com](http://www.heartlinesconsulting.com)

## Where can I access resources?

We have various workplace story-sharing resources, including facilitated discussion guides and video-based resources. We also offer our award-winning film *Beyond the River*, with a discussion guide, as a means to engage in conversations around diversity.

Access resources at

[www.heartlines.org.za/wys/workplace](http://www.heartlines.org.za/wys/workplace)



## Who we are

Heartlines, the Centre for Values Promotion, aims to encourage behaviour change and transformation through the use of stories and resources that inspire, equip and inform people how to live out positive values.

## Get in touch

If you'd like to find out more or are keen to roll out WYS Workplace in your team, email [wyswork@heartlines.org.za](mailto:wyswork@heartlines.org.za) or get started now by visiting

[www.heartlines.org.za/wys/workplace](http://www.heartlines.org.za/wys/workplace)