



# The “What’s Strong” Blueprint for Rewriting Workplace Codes

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Transforming Challenges into  
Strengths for Thriving Workplaces

**[code]**  
*conversations*

# Why Focus on What's Strong?

## Introduction

Hi, I'm Danielle! I'm excited to share this blueprint with you, a guide to unlocking your team's strengths, eliminating barriers, and building a thriving workplace. Many organisations focus on fixing what's broken, but the most successful ones amplify what's already strong.

Let's dive in!

## Key Benefits of Strength-Based Focus



Builds resilience during change



Encourages creativity and problem-solving.



Enhances employee engagement and motivation.



Supports mental wellbeing through positive reinforcement.



REFLECT

### REFLECTION PROMPT

*What's one strength your team or workplace already has that you can build on?*

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# Decoding Workplace Codes

## What are workplace codes?

Workplace codes are unspoken rules that form over time due to habits, expectations, and organisational culture. They shape how we work, lead, and connect. Some empower us, while others hold us back. The good news? Once we identify them or expose them, we have the power to change them.

### Common Workplace Codes



**The Productivity Code:** Busyness = value.



**The Leadership Code:** Visible, busy leaders succeed.



**The Perfection Code:** Mistakes mean failure.



REFLECT

#### REFLECTION PROMPT

*What's one workplace code you've noticed that needs to change?*

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# The Keep, Delete, Create Framework

## A Simple Tool for Big Changes

Why This Framework Works:

- Simple yet powerful approach.
- Encourages reflection and action.
- Adaptable to any team or organisation.

### How to Use It



**KEEP:** Amplify what's already working.



**DELETE:** Let go of practices that hold you back.



**CREATE:** Introduce new strategies for future success.

### Example



KEEP

Strong team  
communication



DELETE

Unnecessary  
meetings



CREATE

Weekly innovation  
huddles

# Case Study:

## Healthcare Business Transformation

### The Challenge

A growing healthcare organisation was navigating the complex shift from startup to scale-up. This exciting phase exposed cracks in team dynamics and leadership cohesion, putting the company at risk of burnout and suboptimal performance.

### The Solution



**KEEP:** Their ambitious vision, culture of commitment and high accountability.



**DELETE:** Siloed communication, 'always on' culture, hero leadership and unclear boundaries.



**CREATE:** A shared leadership language, strengths based leadership and clear work boundaries

### The Impact



Improved team  
dynamics



Increased  
motivation



Sustainable  
Growth

*This transformation shows that small, intentional changes can lead to significant improvements in team wellbeing and performance*

# Actionable Tools

## Your 90-Day Plan

### Your Action Plan Template

Use this template to outline what your team will Keep, Delete, and Create over the next 90 days. Set realistic actions, assign responsibilities, and review your progress monthly.

Timeframe	KEEP	DELETE	CREATE
30 Days			
60 Days			
90 Days			



TIP

#### PRO TIP

*Revisit this plan monthly and adjust as needed. Small, consistent actions lead to big transformations.*

# Quick Reference

## 10 Ideas to Get Started

Not sure where to start? Here are 10 quick-win ideas to help you build momentum



Regular team check-ins.



Long, unfocused meetings.



Flexible work policies.



Recognition programs



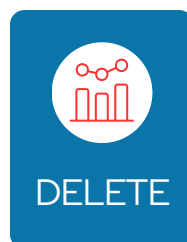
Over-reliance on emails.



Cross-team brainstorming sessions.



Transparent leadership communication.



Outdated performance metrics.



Mental health support initiatives.

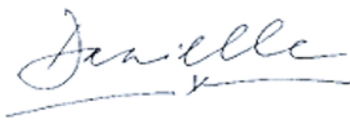


Peer-to-peer mentoring programs.

# Let's Rewrite Your Workplace Codes Together

Your team already has the strengths to  
succeed - let's maximise their full  
potential together!

Scan the QR code to access more tools,  
insights, and ways we can collaborate.



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