

The following are **10 Things Leaders Can Do To Improve An Unhealthy Culture** we learn from former Yankees manager Buck Showalter:

1. **To Improve An Unhealthy Culture Obsess Over Small Details** – You must make a BIG deal over every little thing. Cashman remembered Showalter became obsessed with making every aspect of the Yankees' facilities first rate.
2. **To Improve An Unhealthy Culture Improve Your Team's Daily Experience** – Cashman said, "So Buck had us completely renovate the Yankee Stadium home clubhouse – new sound system, new TVs and couches. We fixed up the players' lounge."
3. **To Improve An Unhealthy Culture Give Your Team Better Tools To Work With** – Cashman added, "We upgraded the batting cage under the grandstand."
4. **To Improve An Unhealthy Culture Improve The Employee Perks** – He continued, "We improved the players' parking lot."
5. **To Improve An Unhealthy Culture Make Your Team Want To Come To Work EARLY** – Cashman also said, "We focused on the best food for the players." Showalter pointed out, "Instead of having lunch away from the park and eating before they get here, maybe they'll get here, have lunch in the clubhouse and get here even earlier."
6. **To Improve An Unhealthy Culture Have Your Team Spend Relational Time With Each Other** – Pennington observed winning teams have great chemistry. Showalter did a myriad of things to improve the relational dynamics of the team. Showalter was not a fan of players fraternizing with the other team prior to games. He said, "There are 24 other guys on your team. Something is wrong with you if you have to go to the other side of the field to find a friend to talk to before the game."
7. **To Improve An Unhealthy Culture Care About Your Employees' Families** – Cashman remembered Buck saying, "if you make each player's wife, significant other or family members happy, you will make the player happy." Showalter wanted a deluxe family room for the wives and children.

8. **To Improve An Unhealthy Culture Hire Top Talent** – You hire the culture you want. In 1992, managers were not thinking about the emotional well-being of players' families. This was a strategic move to also attract quality free agents. Showalter said, "How can we differentiate ourselves? Let's pay more attention to the off-the-field things."
9. **To Improve An Unhealthy Culture Leaders Must Spend Relational Time With Their Teams** – If you want the employees to spend time together, leaders must set the example. Glenn Sherlock, the team's catching instructor said, "Buck spent a lot of time with the players, and he encouraged the coaches to do as well. Trying to have a tight-knit group was Buck's goal."
10. **To Improve An Unhealthy Culture Build Up The Self-Image Of Every Employee And Protect Their Reputations** – Showalter forbid the team's scoreboard operator from showing Yankee errors or bad plays. He said, "It should be about the team not one player's missteps. All teams make mistakes."

What is one thing you learned from the list above which will help you improve team culture?