



EMPLOYER OF CHOICE COMMITTEE

CULTURE COACHING PROJECT – HR MANAGER’S MEETING





CULTURE COACHING – PROJECT

CULTURE is:

- Culture is the system of values, behaviors, beliefs, and artifacts that influences how people work and contributes to the unique social and psychological environment.
- A way of thinking, behaving, or working that exists in an organization.

EXPRESSED as:

- The organization's self-image, inner workings, interactions (inside and outside), artifacts, and future expectations

AFFECTS:

- The ways the organization conducts its business, treats its employees, customers.
- The extent to which freedom is allowed in decision making, developing new ideas, and personal expression.
- How power and information flow through its hierarchy.
- How committed employees are towards collective objectives.



SMALL GROUP ACTIVITY

- Small group discussion (15 minutes)
 - What is HR's ideal role in cultivating an agency's culture?
 - What are the artifacts that define HR's role in your organization?
 - What is the role of HR when the behavior doesn't align with the culture?
 - What tools and resources do you need to feel better equipped?
- Big group report out: (10 minutes)
 - One member from each team reports out

HOW WE TREAT EACH OTHER

SHOW RESPECT	OFFER TRUST	BE TRANSPARENT	CREATE ENERGY
<p>We approach relationships with inclusion, kindness, curiosity and humility.</p> <p>DO give feedback with empathy and receive it with humility DO treat all staff irrespective of their level, equally DO listen well – others can have a better approach/idea/view point DO make diversity work for you by encouraging equal participation from all levels, backgrounds, locations and styles</p> <p>DON'T undermine smaller or less significant contributions DON'T be super sensitive DON'T undermine decisions after they are made</p> <p><i>Respect for differences leads to Innovation and Collaboration</i></p>	<p>We enable collaboration, risk-taking, empowerment, growth and accountability.</p> <p>DO assume positive intent (trust by default) DO walk the talk (do what you say and say what you do) DO provide genuine feedback and tell others that you are open to receiving it DO admit your mistakes or failures</p> <p>DON'T let misunderstandings fester DON'T talk about someone behind their back DON'T micromanage</p> <p><i>Offering trust leads to Collaboration and Optimism</i></p>	<p>We clarify roles & expectations and communicate decisions.</p> <p>DO proactively communicate change in decisions or policies that impact people DO continually clarify expectations and opportunities for growth DO be open and honest in your communication</p> <p>DON'T wait for the other person to be transparent first DON'T allow rumors to fester DON'T hesitate in asking difficult or stupid questions</p> <p><i>Transparent conduct leads to Collaboration and Rigor</i></p>	<p>We engage each other in the joyful, continuous pursuit of becoming our best, authentic selves.</p> <p>DO lighten up – make time to have fun DO celebrate each other's success DO show warmth to all and not just to your direct work associates DO interact with people more than devices</p> <p>DON'T over-react or be overly critical DON'T be bureaucratic or kill energy with barriers rather than solutions</p> <p><i>Energy in relationships leads to Collaboration and Optimism</i></p>

BILL & MELINDA GATES Foundation



NEXT STEPS

- Information gathered will be used to propose a product.
- Take volunteers from agencies interested in helping with this project.



THANK YOU FOR YOUR PARTICIPATION!

