WEEK 02

HISTORY OF

People Practices

&

INTRODUCTION TO

Company Culture

Today's Objectives

01.

Thank those that have come before us.

02.
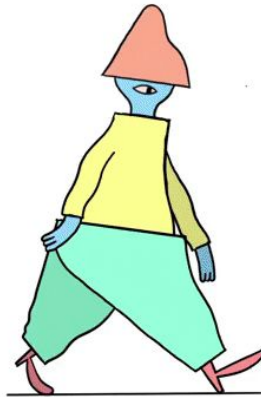
Normalize hurdles.

03.

We are ready for the next chapter!

What falls into the "People Practices" bucket?

People Practices Include

Leadership

Management

Human Resources

Company Culture

Organizational Design

Diversity, Equity, Inclusion, Accessibility

Hiring // Recruiting

Onboarding & Offboarding

Compensation // Rewards

Employment Law

Benefits & Perks

Succession Planning

Training & Development

Performance Management & Feedback

Internal Communications

Meetings

Celebrations

EVERYTHING that involves the humans at work!

GROUP BRAINSTORM TIME

Why are People Practices a priority?

- Retention
- Humans are important
- We're spending so much time at work - time should be important and valued
- Prioritize people - people prioritize work
- Health (mental & wellness)
- Golden rule - how we all want to be treated

Brief History of Human Resources

First signs of HR
Industrial Revolution

1760 - 1840

Labor-Based HR
HR becomes an industry

1920

As transportation and communications advanced, developing and retaining talent became the priority.

1950

19th Century

20th Century

GREAT MAN or **HEROIC LEADER** Theory

LEADER-FOLLOWER Theory

Brief History of Leadership Theories

Labor Legislative Movements

Equal Pay Act
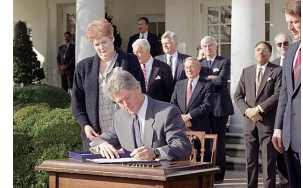
Civil Rights Act

Pregnancy Discriminiation Act

Americans with Disabilities Act

Family and Medical Leave Act (FMLA)

1963   1964   1978   1990   1993

Brief History of Human Resources { Con't }

Employee-Based HR
The workforce becomes more competitive and expensive.
Employees begin requesting/requiring better treatment.
Company Culture was born.

An increase focus of efficiency & effectiveness comes the development of software

Market becomes more global and employees want meaning out of their work, along with healthier work conditions. A surge of perks are offered.

1980s
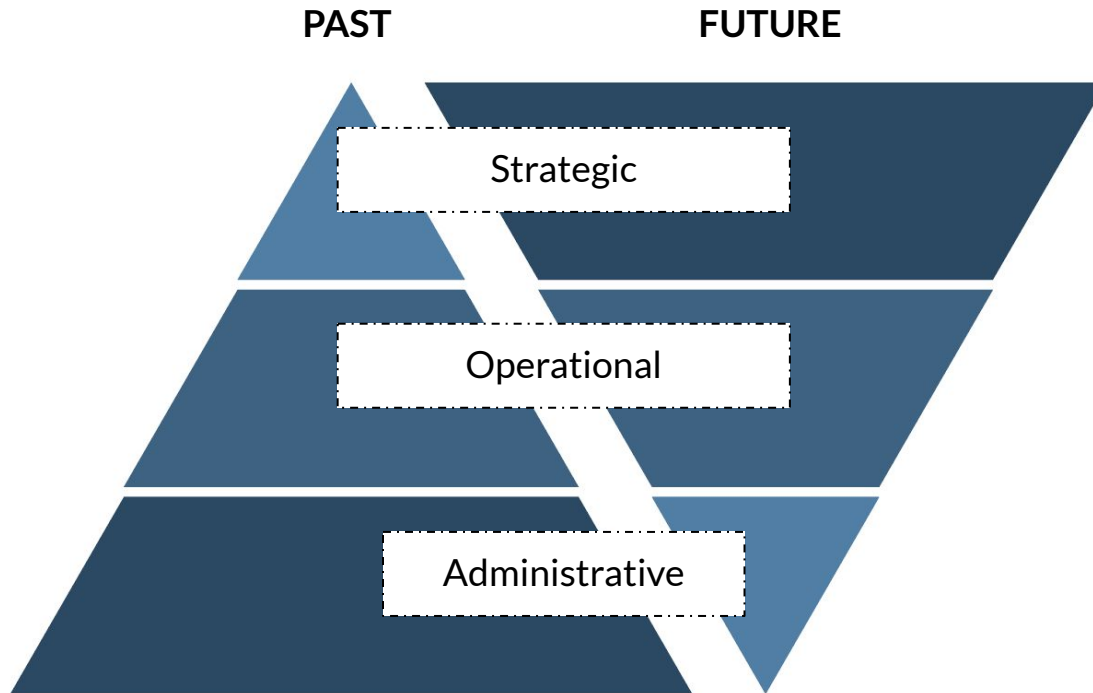
2000's

2010 { Pre-Covid }

20th Century

21th Century

LEADER-FOLLOWER Theory

SYSTEM LEADERSHIP

Brief History of Leadership Theories

The Past & Future of Our Workplace

PAST

FUTURE

Strategic

Operational

Administrative

GROUP BRAINSTORM TIME

What is Company Culture?

What *IS* it?

- Mutual respect no matter position
- Treating people with humanity
- Intent to form genuine connections
- Respecting boundaries
- How org communicates internally
- Accountability & flexibility
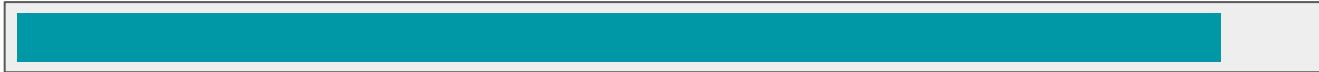- Fair & transparent hiring practices

What *ISN'T* it?

- Not kombucha
- Not rigidity for rigidity sake
- Not feeding meals so they work unrealistic hours
- Not surface level benefits - Deep Fake Perks

So now what?
That's where you come in!
You're here for a reason.

Align Culture & People Practices with Today's Priorities

Out of ~1,900 CEOs & CFOs from 1,348 companies:

92% Believe improving culture increases the value of a company

16% Say their culture is where it should be

69% blame their underinvestment in culture

GROUP 1(Ali, Amber, Maria): What does it mean?

What's working?

- Setting work boundaries (email, slack)
- Balance of underpaying salaries with benefits (PTO, Retirement, etc.)
- Re-enforcing that it is okay (and encouraged) to take PTO
- 3 day weekends every month! 4 days each quarter

What do we need to let go of?

- Deep Fake Perks
- Unlimited time off… feels like a trick
- "We're a family"
- Explotations of passions (particularly in non-profit/mission driven)

What do we want to prioritize moving forward?

- Individual approaches
- You don't work to live, you live and happen to work

GROUP 2 (Birdie, Charisse, Emma): What does it mean?

What's working?

- Treating people with kindness
- Transparency
- Prioritizing self-care
- Flexibility in schedules

What do we need to let go of?

- Micro-management
- Outdated systems
- Deep fake perks
- Rigid hierarchies/top-down systems
- People stacking (people taking on extra work that should go to another person)

What do we want to prioritize moving forward?

- Culture
- Humanity
- Whole humanness
- Celebrating diversity over consensus-building
- Opportunities for leadership mobility
- Work-life balance

GROUP 3 (Kat, Luisa, Lyndsay): What does it mean?

What's working?

- Intent of company culture
- Less rigid schedules/expectations

What do we need to let go of?

- Scarcity mindset
- "One size fits all"
- Preformative attitude not actually doing the work
- Company culture is "guilt tripping"

What do we want to prioritize moving forward?

- Self-care and individual needs
- Equity vs equality
- Deep work vs surface level work
- Deconstructing the idea of company culture, redfining as something important
- Interconnectedness of work and "life"

GROUP 4 (Kenny, Mauro, Vikrant): What does it mean?

What's working?

- Clear scope of work
- Understand it affects productivity
- Delegation of strategy
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What do we need to let go of?

- Top down management
- Unwritten "rules"
- Unrealistic workloads
- Ego based decision making

What do we want to prioritize moving forward?

- 4 day work week
- Better home/work life balance
- Intentional Listening
- Solution based conversations and separately, places for connecting

GROUP BRAINSTORM TIME