Unlock Your Team’s Potential

The simple rituals that help your company grow without losing your culture.
Vanessa Shaw

Co-founder & Producer of Culture Summit
Principal at Human Side of Tech

Quite possibly the biggest culture nerd you’ve ever met. Learning designer, trainer, and passionate community builder on a mission to help more people in the world love their workplaces.
David Hassell

Founder & CEO, 15Five

Shane Metcalf

Co-founder & VP Customer Success, 15Five

The unofficial Head of Culture. Executive coach focused on building high performing teams and thriving companies.
Talking Points

• Deliberate vs. non-deliberate culture
• The culture mindset & frameworks
• The real impact of positive culture
• Rituals and communication practices
• Q&A
Deliberate vs. Non-deliberate

- Two very different outcomes
- Culture happens regardless of whether you intend it to or not
Your culture can unlock the growth and potential of each of your employees.
"If you manage people or are a parent (which is a form of managing people), drop everything and read Mindset.”

—Guu Kusak, author of The Art of the Start

Mindset
THE NEW PSYCHOLOGY OF SUCCESS

HOW WE CAN LEARN TO FULFILL OUR POTENTIAL

* parenting
* business
* school
* relationships

CAROL S. DWEECK, Ph.D.
Focus on your strengths.
Measuring People’s Contributions

Rate contributions 50% on culture and 50% output. You’ll discover each employee’s impact and true contribution to the organization.
Impact of Positive Practices

31% Lower Turnover
Lower voluntary turnover when positive recognition practices were used.

Berlin by Deloitte: State of Employee Recognition, 2012

37% Increased Sales
Higher sales in positive workplace environments.

Forbes: How Happiness Improves Your Success, 2013

147% Higher EPS
In companies with skilled managers and highly engaged employees.

Gallup: Why Great Managers Are So Rare, 2014
Rituals & Practices
Gratitude Monday
Wednesday Meditation
Question Friday
Weekly Self-Reflection
One on Ones

Weekly 30 min conversation that focuses on:

- Themes not tasks
- How they’re relating to their work
- Career growth and development
- Coaching through challenges
Build a Culture of Appreciation

Recognize people for doing great work

• Allow peers to give recognition
• Express appreciation and gratitude
• Make it part of the collective agreement on how you’re going to behave
Curiosity + Wonder

Hold a high intention for your people

I wonder what this person is capable of?

I wonder what this person’s unique genius is?

What do I see in them that they don’t see in themselves?

How can I support them in taking the next step in being successful in work and life?

What conversations could I have to help foster their development?
Conversations for Greatness

How can I support them in taking the next step in being successful in their work and life?

What conversations could I have to help foster their development?
We are what we repeatedly do. Excellence then, is not an act, but a habit.

-Aristotle
"The 15 Most Important Minutes of the Workweek"

Simple performance management platform that brings out the best in your people.

Pulse surveys, peer recognition, feedback, OKRs/goals, and 1-on-1s all in a lightweight weekly check-in.
Over 1,100 Customers
Join us at Culture Summit!

DATE August 16 - 17, 2017
LOCATION Bespoke SF Event Space, San Francisco, CA
ASK MORE QUESTIONS