



Welcome to this session:

# Open Session:

## *Employee Development & Engagement*

**The session will start shortly...**

Any Questions?  
Drop them in the questions section.



A close-up photograph of a rustic wooden sign hanging from a dark wooden post. The sign is rectangular with a dark, possibly stained or painted, surface. It is held up by two pieces of light-colored, frayed rope. The text on the sign is written in a white, hand-painted, cursive-style font. The background is blurred, showing horizontal wooden planks, suggesting an outdoor or semi-outdoor setting like a porch or deck.

Welcome  
please  
Come In

# Safeguarding & Welfare

We are committed to all our students and staff feeling safe and happy; we want to make sure there is always someone you can turn to if you are worried about anything.

If you are feeling upset or unsafe, are worried about a friend, student or family member, or you feel like something isn't right, speak to our safeguarding team:



Ian Wyles  
Designated Safeguarding  
Lead



Simone Botes



Nurhaan Snyman



Rafiq Manan



Ronald Munodawafa



Tevin Pitts

Scan to report a  
safeguarding concern



or email the Designated  
Safeguarding Lead:  
Ian Wyles

[safeguarding@hyperiondev.com](mailto:safeguarding@hyperiondev.com)





## Democracy

*Every person's opinions matter.*

## Respect

*We look after each other.*

## Tolerance

*We accept each other's differences.*

# British Values

## Rule of Law

*We keep to the rules.*

## Liberty

*We are free to make choices.*

A group of diverse people, including men and women of various ethnicities, are shown from the chest up, giving thumbs up. They are smiling and looking towards the camera. The image has a teal overlay.

# HOUSEKEEPING

# Leadership & Management Live Lectures – Housekeeping

---

- The use of disrespectful language is prohibited in the questions, this is a supportive, learning environment for all - please engage accordingly.
  - ***(Fundamental British Values: Mutual Respect and Tolerance)***
- No question is daft or silly - **ask them!**
- Should you have a question during the lecture, please feel free to **post in the Questions section** and I will respond throughout.



PLEASE  
NOTE...

# Leadership & Management Live Lectures – Housekeeping

---

- Activating **live captions** in your browser's accessibility settings is a helpful option for better understanding, especially for those with hearing impairments or challenges with accents.
- For all **non-academic questions**, please submit a query:  
[www.hyperiondev.com/support](http://www.hyperiondev.com/support)
- Report a safeguarding incident:  
[www.hyperiondev.com/safeguardreporting](http://www.hyperiondev.com/safeguardreporting)
- Should you have any further questions or want to provide us with feedback, please feel free to post them **here**.





# LEARNING OBJECTIVE



## Learning Objective

---



To equip students with practical strategies for **fostering talent development and employee engagement**, inspired by **Salesforce's best practices**.



# BACKGROUND



## BACKGROUND TO SALESFORCE AND THE “OHANA” CULTURE

Founded in 1999, Salesforce started as a company offering CRM solutions. Today, it's recognised as a leader in **cloud computing and customer relationship management**.

Beyond products, it has built a culture that other companies aspire to emulate. Salesforce **consistently ranks among the best places to work** and has a workforce inspired by its commitment to talent development and engagement.



## BACKGROUND TO SALESFORCE AND THE “OHANA” CULTURE

Salesforce isn't just a tech giant; it's a pioneer of a workplace philosophy that **places family at its core**.

In Hawaiian, '**Ohana**' means family, and Salesforce has adopted this as a guiding principle.

Whether it's about trusting your colleagues, prioritising transparency, or growing professionally, this culture has **revolutionised employee engagement** globally.



# BACKGROUND TO SALESFORCE AND THE “OHANA” CULTURE



## Key Takeaway

Culture drives results. The ‘Ohana’ approach can transform the workplace into a **thriving community** where **employees feel valued**.

## MUTUAL RESPECT & TOLERANCE

---

Salesforce's '*Ohana*' culture is rooted in mutual respect and inclusivity, ensuring **all voices are valued** and **different backgrounds are celebrated**.



A woman with long dark hair and glasses, wearing a white t-shirt, stands in a meeting room pointing at a whiteboard. The whiteboard is covered with numerous sticky notes arranged in a structured manner. Several people are seated at a table in the foreground, looking towards the whiteboard. The room has large windows on the left side, letting in natural light. The overall atmosphere is professional and collaborative.

# TALENT DEVELOPMENT STRATEGIES

## TALENT DEVELOPMENT STRATEGIES



One of Salesforce's standout features is its talent development framework.

It's not just about what employees do today but where they're heading tomorrow.



## TALENT DEVELOPMENT STRATEGIES

Here are three key strategies:

- ✓ **Trailhead Training Platform:** Salesforce's free learning hub. Trailhead provides **bite-sized, gamified modules** where employees and customers alike can upskill in areas ranging from Salesforce basics to AI integration.
- ✓ **Mentorship Programs:** Employees are paired with mentors; not only for skill development but for **career guidance and navigating the company culture**.
- ✓ **Recognition Systems:** Programs like the **Trailblazer Awards** celebrate employees' achievements and inspire others to excel.

## TALENT DEVELOPMENT STRATEGIES

The message here is clear: **when employees grow, the company grows.**

Salesforce has seen **higher retention rates and job satisfaction** because of these initiatives.



# TALENT DEVELOPMENT STRATEGIES

## Key Takeaway

Learning is a continuous journey.

Find tools and mentors that align with your goals and make professional growth a priority in your team and organisation.



## INDIVIDUAL LIBERTY

---

Salesforce's talent development strategies foster individual liberty, **enabling employees to explore their potential and shape their own professional journeys.**







# EMPLOYEE ENGAGEMENT STRATEGIES

## EMPLOYEE ENGAGEMENT STRATEGIES



Employee engagement is more than perks and benefits; **it's about creating meaningful connections and trust** within a company.

# EMPLOYEE ENGAGEMENT STRATEGIES

---

Salesforce embodies this through:

**Transparent Communication:** Town halls and open-door policies ensure **employees are informed and involved in decision-making.**

**Feedback Loops:** Regular **pulse surveys and anonymous feedback mechanisms** help leaders stay attuned to employee needs.



# EMPLOYEE ENGAGEMENT STRATEGIES

Salesforce embodies this through:

**Community Service:** Salesforce encourages employees to volunteer through its 1-1-1 model (*1% of equity, product, and employee time donated to charitable causes*). Employees **feel proud to work for a company that prioritises giving back.**

**Well-being Initiatives:** Programs for mental health, financial wellness, and work-life balance underscore **the value Salesforce places on holistic employee care.**





# EMPLOYEE ENGAGEMENT STRATEGIES

---



## Key Takeaway

Engaged employees are empowered employees.

Start with **transparent communication and genuine care** and watch your team's productivity soar.

## DEMOCRACY

---

Transparent communication and **regular feedback loops** at Salesforce mirror democratic practices, ensuring **employees have a voice in shaping their workplace environment.**





# APPLYING SALESFORCE'S OHANA CULTURE TO YOUR

# APPLYING SALESFORCE'S OHANA CULTURE TO YOUR WORKPLACE

---

## Let's Outline A Few Actionable Steps:

- ✓ **Create a Learning Ecosystem:** Introduce tools like Trailhead or LinkedIn Learning in your team and organisation. Advocate for micro-learning and certifications.
- ✓ **Encourage Mentorship:** Pair employees across departments to foster cross-functional learning.
- ✓ **Celebrate Wins:** Develop recognition programs for top performers and innovators.

# APPLYING SALESFORCE'S OHANA CULTURE TO YOUR WORKPLACE

---

Let's Outline A Few Actionable Steps:

- ✓ **Prioritise Transparency:** Use open forums or anonymous surveys to create a culture of trust.
- ✓ **Give Back Together:** Start a volunteering program or sponsor community projects; small steps that make a big difference.



# APPLYING SALESFORCE'S OHANA CULTURE TO YOUR WORKPLACE

---



## Key Takeaway

The Ohana culture isn't just for tech giants.

With intentionality, you can cultivate a workplace that **feels more like a supportive community.**



# CONCLUSION

A dark, moody image featuring a film strip running horizontally across the center. The words "THE" and "END" are printed in large, bold, black capital letters on two adjacent frames of the film strip. In the background, a large, metallic film reel is visible, partially obscured by the film strip. The overall aesthetic is cinematic and vintage.

**THE END**

## CONCLUSION

---

### Key Points

Culture doesn't just happen;  
**it's built with intention.**

If you nurture trust,  
transparency, and growth,  
**you can create an  
environment where everyone  
thrives.**



# RESOURCES

A black and white photograph of a stack of books. In the foreground, an open book lies flat, and a pair of glasses rests on its right page. The background is filled with more stacks of books, creating a sense of a library or a large collection of resources.

# RESOURCES

---

## Articles

- ✓ [Salesforce Ohana and Hawaiian Culture: Embracing Community.](#)
- ✓ [How Salesforce Ohana Became One of the Strongest Case Studies for Effective Community Building.](#)
- ✓ [Salesforce Ohana: What's it all about, and why should you think about getting involved?](#)

## Videos

- ✓ [We Are Ohana.](#)

# Thank you for attending



**CoGrammar**



Department  
for Education