CoGrammar

Welcome to this session:

Open Session:

Employee
Development &
Engagement

The session will start shortly...

Any Questions?

Drop them in the questions section.







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



Scan to report a safeguarding concern



or email the Designated Safeguarding Lead: Ian Wyles safeguarding@hyperiondev.com





Democracy

Every person's opinions matter.

Respect

We look after each other.

Tolerance

We accept each other's differences.





Rule of Law

We keep to the rules.

Liberty

We are free to make choices.







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.





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
- Report a safeguarding incident:
 <u>www.hyperiondev.com/safeguardreporting</u>
- Should you have any further questions or want to provide us with feedback, please feel free to post them <u>here</u>.









Learning Objective



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









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.











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.



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 Al 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.



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

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







Key Takeaway



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





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.



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.







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 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

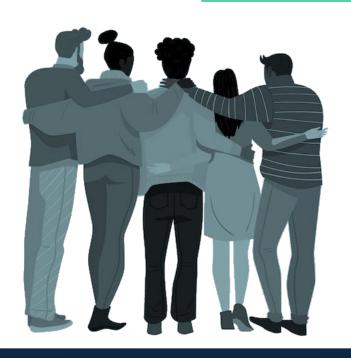
Let's Outline A Few Actionable Steps:

- ✓ 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

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

Articles

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

Videos

✓ We Are Ohana.



Thank you for attending







