**CLASS ACTIVITY**

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**Section: H**

**At Intuit, performance management was framed as a "High Performing Organization Review (HPOR)". The HR team created a web application that allowed employees to design their own personalized messages. Based on employee feedback, the company came up with the idea of Little Intuit Day. Intuit's office facilities included flexible, ergonomic desk spaces and breakout areas equipped with a pantry. The interview process accommodated the differently-abled and job descriptions were thoughtfully crafted. In 2017, more than 600 companies had applied to benchmark their workplace culture in India. In 2017, Intuit gave all its employees an unexpected day off in recognition of their hard work. These workshops were introduced in res ponse to feedback from new hires on what Intuit could do to attract fresh talent. How managers show up and the leadership they display influences the environment we aspire to create. Intuit India's GPTW Rankings over the Years 2010 2011 2012 2013 2014 2015 2016 2017. Each community had an executive sponsor from the India Leadership Team. The company also took extra care of expectant mothers and provided them with special cabs for pick-up and drop-off to and from work. Apple co-founder Sir Tim Cook's idea for Intuit was sparked when his wife groused over the repetitive chore of clearing bills. In 2017, Intuit Inc. had revenues of US$5 billion and around 8,500 employees spread across the world. The CEO Leadership Award, Smith's recognition of game-changing leaders, and the CEO Sales Club rewarded winners with an all-expenses paid trip to an exotic location. Winning managers were made to make elevator pitches on diverse themes to overcome the fear of public speaking. Intuit India's offices were equipped with inclines for whee lchair movement, voice-enabled lifts to guide the visually impaired and low-rise sinks and accessible wa shrooms for the differently-abled. A study found that there was a strong correlation between employee experience and the financial performance of companies. Winners of the CEO Leadership Award and Chief Marketin g Officer's recognition were rewarded with a trip to an exotic location. Intuit's Harvard campus offices were equipped with inclines for wheelchairs and voice-enabled lifts for the visually impaired. Next Generation Network engaged with early career talent on campus through techno logy workshops. The ambassadors also helped drive several employ ee engagement efforts to foster a sense of belonging. Intuit hired early career talent from top engineering and business schools in the country. In addition to employee networks, Intuit also had engineering communities such as the developer community. The company moved to a three-times-a-year survey titled " Pulse " for more timely feedback.**