

The Importance of Workplace Culture

Success at a/A



Ground Rules

- Anything personal that is revealed stays in this room (Breakout room or main room)
- Let's use "I" statements
- Be conscious of space you are taking up, some people might be less inclined to share, make sure you are giving them the space
- It's okay to have differing opinions
- Silence is okay
- Close out of slack, phone, social media, email, etc.
- General zoom guidelines like camera on

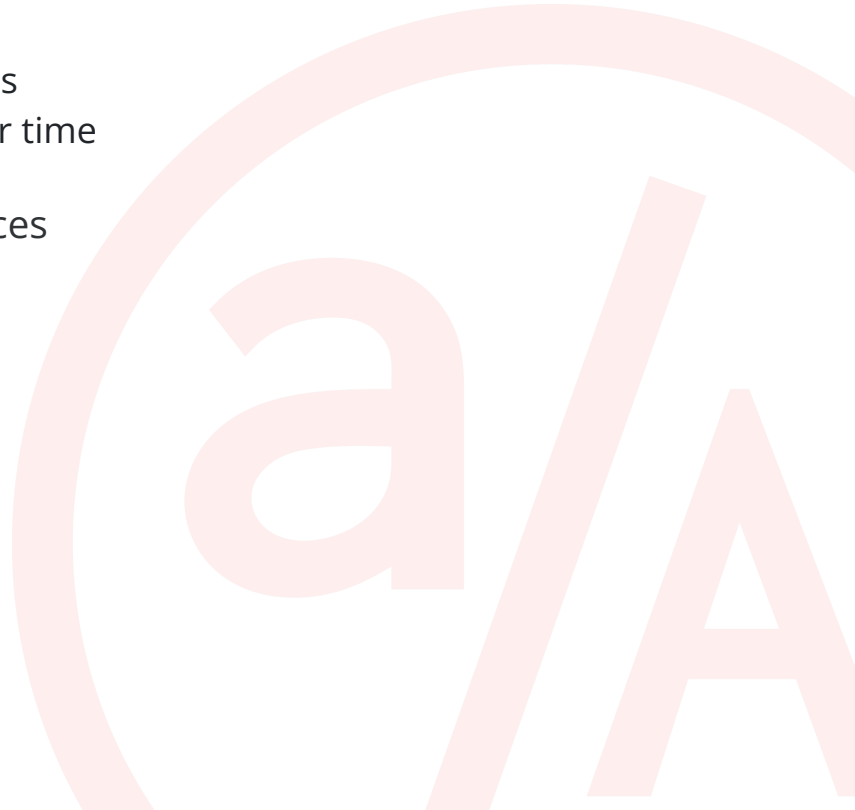
What is culture?

the characteristic features of everyday existence (such as diversions or a way of life) shared by people in a place or time

the set of shared attitudes, values, goals, and practices that characterizes an institution or organization

- Leadership and management
- Policies, communication, and practices
- Goals and mission statements
- Teams and individuals
- Physical environment

Mission, vision, and values



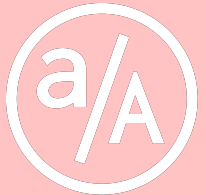


1. Culture Matters

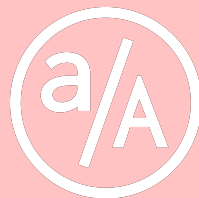
“...the connection is what transforms a dog-eat-dog environment into a sled dog team that pulls together.” (Stallard 2009)

- **Bad workplace culture**
Educational impact (people do not do as well or want to stay)
- **Workplace culture is built**
Internal culture comes with intention.
Everyone contributes to it.
- **Finding the right culture**
Finding the right culture is about knowing what you are looking for.

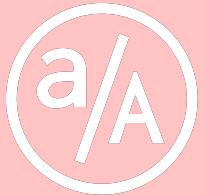
What percentage of Americans would pass up on the perfect job if they felt that company culture wasn't a good fit?



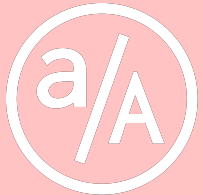
35%! That's over a third.



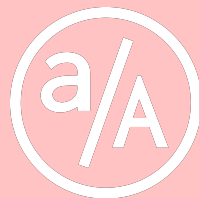
47% of job seekers cite **company culture** as their driving reason for job seeking.



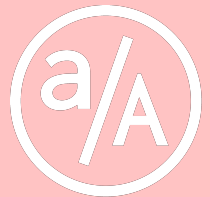
Employees are **26% more likely to quit**, if they feel there is a lack of respect between colleagues.



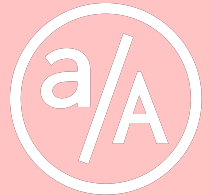
Employees that rate their managers poorly are **4x more likely** to interview for other positions



94% **of executives** believe company culture has a direct impact on their bottom line



Employees that believe their company has goals beyond profit margins are **27%** **more likely to stay.**



Company Culture has a
DEFINING IMPACT on
your experience and the
company as a whole





2. Building culture

Culture is built from the top down (vision and policy) and from the bottom up (subcultures and execution):

→ **Vision**

Where are we going? What should culture look like?

→ **Value**

What are our values? What frameworks do we use to make decisions?

→ **Voice**

Is everyone valued? Can they speak up and share ideas and feedback?

Assessing A Culture

1. A good company is a company run by a distinctive culture and subculture.
2. A good leader must create a corporate culture that boosts employee with value shared.
3. A good manager is a good coach.
4. “Connection” culture varies enormously across organizations based upon local culture and leadership.
5. Culture is not fixed, it’s up to the situation, environment, historical circumstances, relationships etc., the culture will be gradually adapted.
6. The better culture is, the more creative, innovative and healthily competitive the working environment is for a company’s development and employee’s career development.
7. The comfortable working environment encourages and gives people opportunities to interact as well as get to know about each other’s culture.

So... What does
that mean for
you?

Let's talk
about it!

Discussion!

- How important is culture for you during your time at a/A and beyond?
- When you think about what a good workplace culture is, what do you think of?
- Have you ever been in a poor workplace culture?
 - ◆ What made it so bad?
 - ◆ How can you identify and mitigate these traits?
- Have you ever worked in an amazing workplace culture?
 - ◆ What made it so amazing?
 - ◆ What behaviors/traits contributed to that culture?
- What makes a good “manager” for you? What about “co-worker”?
- What does good professional development look like?
- At a/A and beyond, how can we be contributors to, and build, good work culture?



Lets talk!

Cohort culture!!!!

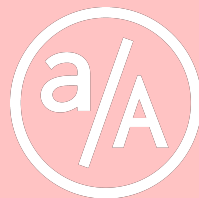


Culture Fit vs Culture Add

You are all assets to App Academy and wherever you end up, and your assets extend beyond your coding ability.

The way you address problems, think about issues, move through the work day, and communicate can all add to your cohort, and later company culture.

More than assimilation!



Good Questions to Ask:

How would you describe your company's/ cohort's internal culture?

What options are available to develop professionally?

How am I positively contributing to this workspace?





Good luck!

Here are a few ways to build those connections and culture at App Academy:

- Student Resource Groups
- DEI Roundtables
- Events
- Study groups and cohort social events

We cannot wait to see what you contribute to App Academy's culture!

I will send out a survey after this workshop - please let me know what worked and did not work for you!