



People Guiding Team

June 30, 2011



Agenda

- **Culture review**
- **Leader Day**
- **“Refocus on People” plan**
- **What’s Next**



Culture Clarification

Culture: A collection of individually shared perspectives

Who we are (Values, attitudes)

How we get work done (Process, practices)

What we strive to be (Mission, vision, goals)

Your feedback

"We care about each other."

"We have very high expectations and we are able to achieve them. This makes it very rewarding to work here."

"Our passion leads to a fast paced environment where employees work as a team to support our mission of caring for kids."

"Hardest place you'll ever love to work"

"We strive for work-life balance and have many support programs to make this happen."

"We are a strong and resilient organization."

"We support an environment that is friendly, nurturing and caring."



Themes from feedback

Team oriented	Mission driven	Opportunity oriented	Fast paced
High performing	Nurturing	High expectations	People focused
“Family” feel	Strong	Passionate	Innovative projects
Excellence	Pride	Work-life success	Rewarding



Leader Day

“You are Our Culture”



Adjustment exercise

**Place three dots on the themes where we
are off track**



“Refocus on People” plan

Goal	Actions	Outcome
Refocus on People	Culture and Employee Promise <ul style="list-style-type: none"> •Clarify culture and refresh employee promise •Incorporate “Strong Enough to Care Enough” 	A people centered culture where employees feel valued and heard
	Strategy <ul style="list-style-type: none"> •Update people strategy •Develop engagement survey strategy 	
	Visibility and Connectivity <ul style="list-style-type: none"> •Leadership connectivity plans •Inter-Park connectivity plan & Park/Clinical connectivity plan 	
	Learning <ul style="list-style-type: none"> •Utilize “Leader Day” to discuss culture & equip leaders to refocus on people •Develop Leaders Guide to Children’s Culture •Refresh learning: market programs & develop professional staff competencies 	Measures <ul style="list-style-type: none"> •Survey results •Focus groups •Retention
	Total Rewards <ul style="list-style-type: none"> •Review and revise recognition programs •Review and revise total reward programs •Assess and expand HR Service Center to meet employee needs 	
	Local Efforts <ul style="list-style-type: none"> •Create local people “working teams” to maintain focus on employees 	



What's next

- **Finalize culture definitions**
- **Launch working teams**
- **Refine Leader Day plan**
- **Next PGT: July 25**