

# People Guiding Team

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# Agenda

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

# Culture Clarification

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**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

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**“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.”**

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

**“We are a strong and resilient organization.”**

**“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 support an environment that is friendly, nurturing and caring.”**



# Themes from feedback

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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

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**“You are Our Culture”**

# Adjustment exercise

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



# “Refocus on People” plan

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



# What's next

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- Finalize culture definitions
- Launch working teams
- Refine Leader Day plan