

# HARRT *at* UCLA

HUMAN RESOURCES ROUND TABLE  
*Since 1986*



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[www.mediusedvisorygroup.com](http://www.mediusedvisorygroup.com)





# CULTURE



CULTURE:  
Transparency  
Open Source  
Reputation  
Openness  
Trust



# CULTURE IS CREATED BY THE BEHAVIORS LEADERS TOLERATE





*“Those not busy being born are busy dying.” - Bob Dylan*

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# PEOPLE STRATEGY



Culture

values honesty community education wisdom knowledge perception vision achievement corporate wonder hierarchy religion anthropology meanings wise intellectual competence psychological student ethnic school gender business practice cultural civilization history priority behaving religious discovered group beliefs arts developed thinking social linguistic responsibility experience

# CULTURE

## Let's look at some data....

- 86% of business leaders rate “culture” as one of the more urgent talent issues, yet only 14% understand what the “right culture” really is.
- 2/3's of Millennials state their company's purpose is the reason they chose their employer. Only 27% feel a company's purpose is to make money (down from 35% in 2013)
- Companies with a leadership culture are nine times more likely to be good at identifying and developing leaders than those lacking a leadership culture.

**Predictions for 2017, Josh Bersin, 2016**

*“The problem is not one of “talking about culture”; for 2017, it is time to carefully define your culture, measure it, and find where and how it may be misaligned.”*





# CULTURE



# ENGAGEMENT

***“Employee Engagement = The employee’s reaction to your organizational culture.” - Bersin***

## **Let’s look at some data....**

- Gallup says employee engagement has remained relatively flat for 15 years (engaged employees range from 26% to 31%, actively disengaged from 15% - 20%. Glassdoor says the same thing – for three years
- World of Work says we spend nearly \$1.5B on engagement surveys in the US.
- Stop measuring, start doing



# HIRE TO IT

## PRACTICAL APPLICATION

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### Predictive Index Suite

- Assessment
- Learning Agility
- Job Profiles





# TRAIN TO IT

## PRACTICAL APPLICATION

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Content Curation  
Learning Paths  
Virtual Reality





# COMMUNICATE TO IT



## PRACTICAL APPLICATION

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2-Way Communication Strategy  
Assessments  
Stakeholder Analysis



# REWARD FOR IT



## PRACTICAL APPLICATION

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Real Time Feedback  
Reward & Recognition Program  
Accountability Dashboards



A person wearing a plaid shirt, a dark vest, and climbing gear is ascending a rocky cliff. In the background, two waterfalls are visible: a smaller one on the left and a larger, more powerful one on the right. The scene is set in a rugged, mountainous area with sparse vegetation.

What will get in YOUR WAY?





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