Transforming Culture and Transforming Lives

Tuesday, September 20, 2022 | 1:00-2:00 p.m. ET

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CUPA-HR Webinar

Presenter

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Broward College
About Broward College

~ 58,000 students

~ 1,400 full-time faculty/staff
Objectives

By participating in this webinar, you will:

- Gain insights on the challenges of transforming culture.
- Understand the importance of policies as a service to employees.
- Gain critical tips for Culture Transformation.
Poll Question

Do you have a culture plan at your organization?

- Yes
- No
- I don’t know
What is Culture? Why Does it Matter?

How we treat each other…How we get work done?

- Reflected in our daily interactions
- Built one moment at a time
- Attracts top talent
- Inspires discretionary effort
- Mitigates soft quitting
What is the Role of Human Resources in Culture Transformation?

• Understand the employee experience
• Incorporate total well-being
• Build the infrastructure
• Model the culture
Steps to Culture Transformation

- Environment Scan
- Unified Purpose
- Plan and Set Goals
- Engage Leaders
- Empower Ambassadors
- Build Accountability
- Attract and Select
Take A Genuine Look at Your Organization

- Ask for honest feedback
- Be open and not defensive
- Make feedback and ongoing process
Diversity, Equity, Inclusion, and Belonging (DEI&B)
Celebrate the Milestones and Repeat steps 2-8
Poll Question #2

Do you have Employee Resource Groups/Affinity Groups at your organization?

- Yes
- No
- I don’t know
Broward College’s ERG Video
# Keys to Culture

<table>
<thead>
<tr>
<th>Culture Scan</th>
<th>Empower Culture Ambassadors</th>
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<tbody>
<tr>
<td>Pulse and climate surveys</td>
<td>Employee Resource Groups</td>
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<tr>
<td>Key stakeholder meetings</td>
<td>Magazine or Newsletter</td>
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**Define Purpose**
- Connect the day-to-day minutia of work with the larger mission of the organization

**Plan Goals & Socialization**
- SMART Goals
- Share details across the organization

**Leadership Engagement & Development**
- Invest in the development of leaders
- Mentoring from senior leaders

**Accountability**
- Articulate what’s acceptable and what’s not
- Assess against aspirational culture

**Attract & Select for Culture**
- Pre-employment assessments
- New hire mixers

**Celebrate & Repeat**
- Revel in the small accomplishments
- Keep a keen eye on the destination
Three Years Later

- Sharp decline in formal complaints and grievances
- Employees are actively involved in engagement programming
- Strong participation in Employee Resource Groups
- Healthy favorability rating from climate survey
Takeaways | Calls to Action

- Data Driven
- Employee Centric
- Policies as Service
- Celebrate
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Have a Question?

Submit questions to our presenters using the Chat.
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