



Transforming Culture and Transforming Lives

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

Sponsored by



CUPA-HR Webinar

Presenter



Sophia Galvin

Vice President, Talent and Culture
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

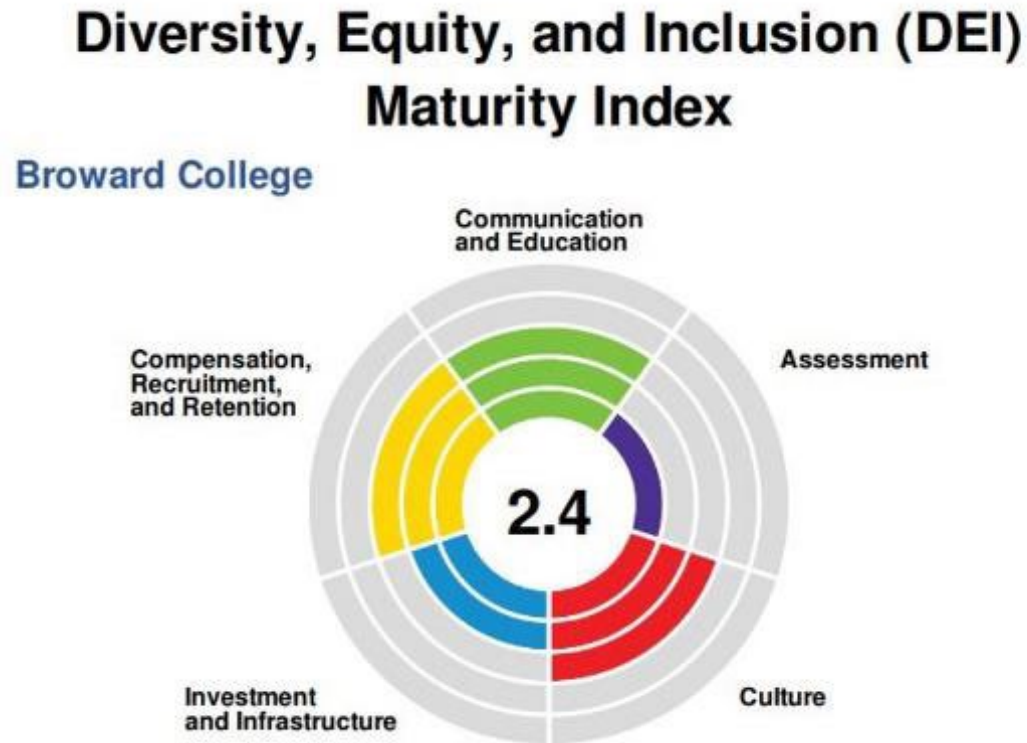


Take A Genuine Look at Your Organization

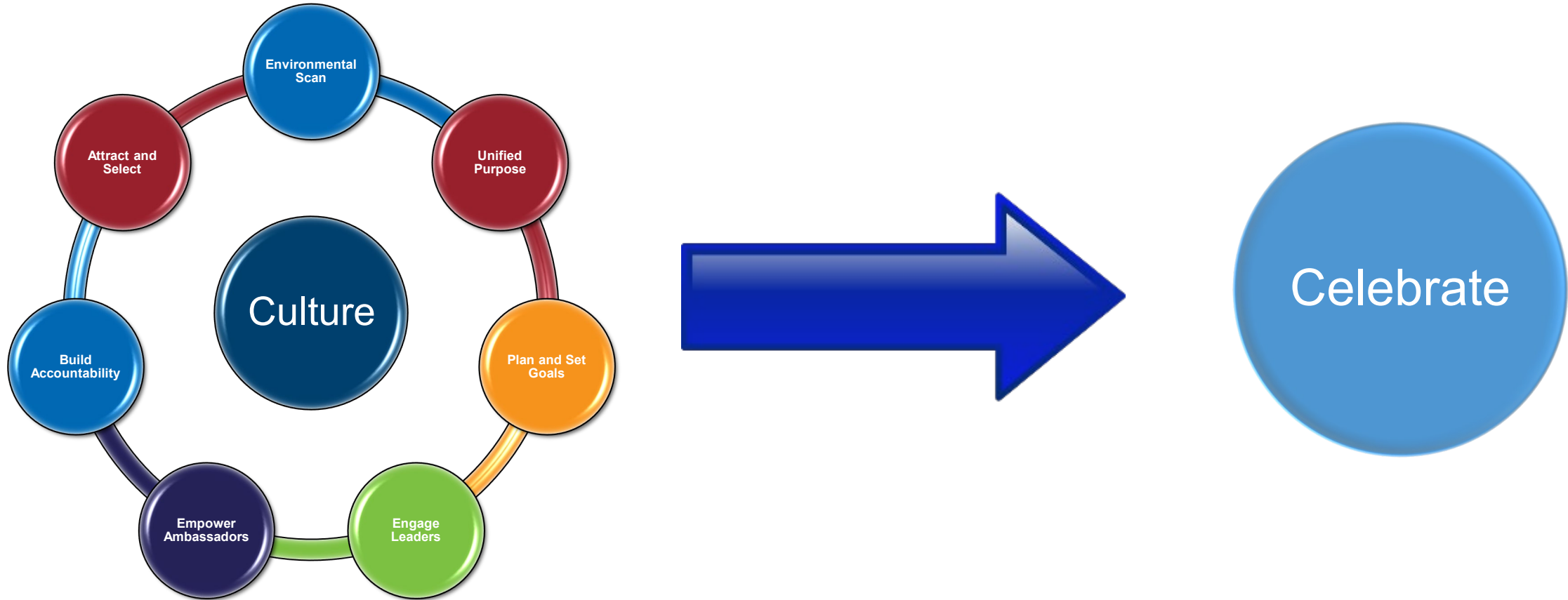
- Ask for honest feedback
- Be open and not defensive
- Make feedback and ongoing process



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

BROWARD COLLEGE
EMPLOYEE RESOURCE GROUPS
CONNECT • ENGAGE • EMPOWER

Keys to Culture



Culture Scan

- Pulse and climate surveys
- Key stakeholder meetings

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

Empower Culture Ambassadors

- Employee Resource Groups
- Magazine or Newsletter

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

Have a Question?



Submit questions to our presenters
using the Chat.



Thank You

Please complete your event evaluation

Sponsored by

