From Ritual to Impact

A different approach to employee surveying

Allen Kamin

32nd Annual SIOP Conference
April 29, 2017

Agenda

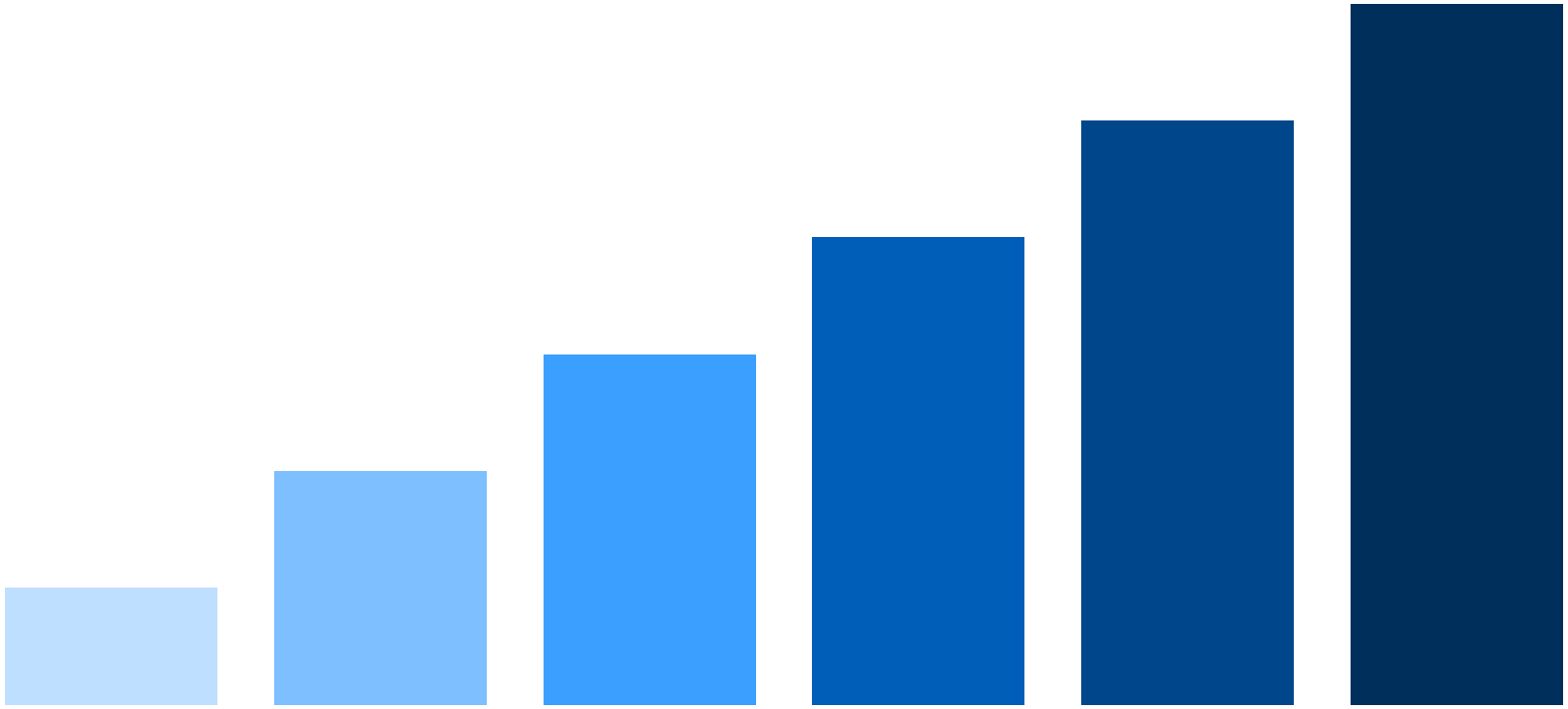
1. Brief background and context
2. Challenging assumptions about surveying
3. Culture Compass

Fearlessly disrupting ourselves and rewiring our employee ecosystem



Culture

- Mission of People Leaders
- Learning Priorities
- People Reviews
- Leadership Insights
- Reimagining Rewards



Accelerate change

FOCUS on OUTCOMES.

ACTIVITY does not equal IMPACT.

“Received Doctrine” (Barrett, 1972)

A concept accepted as true without any empirical support.

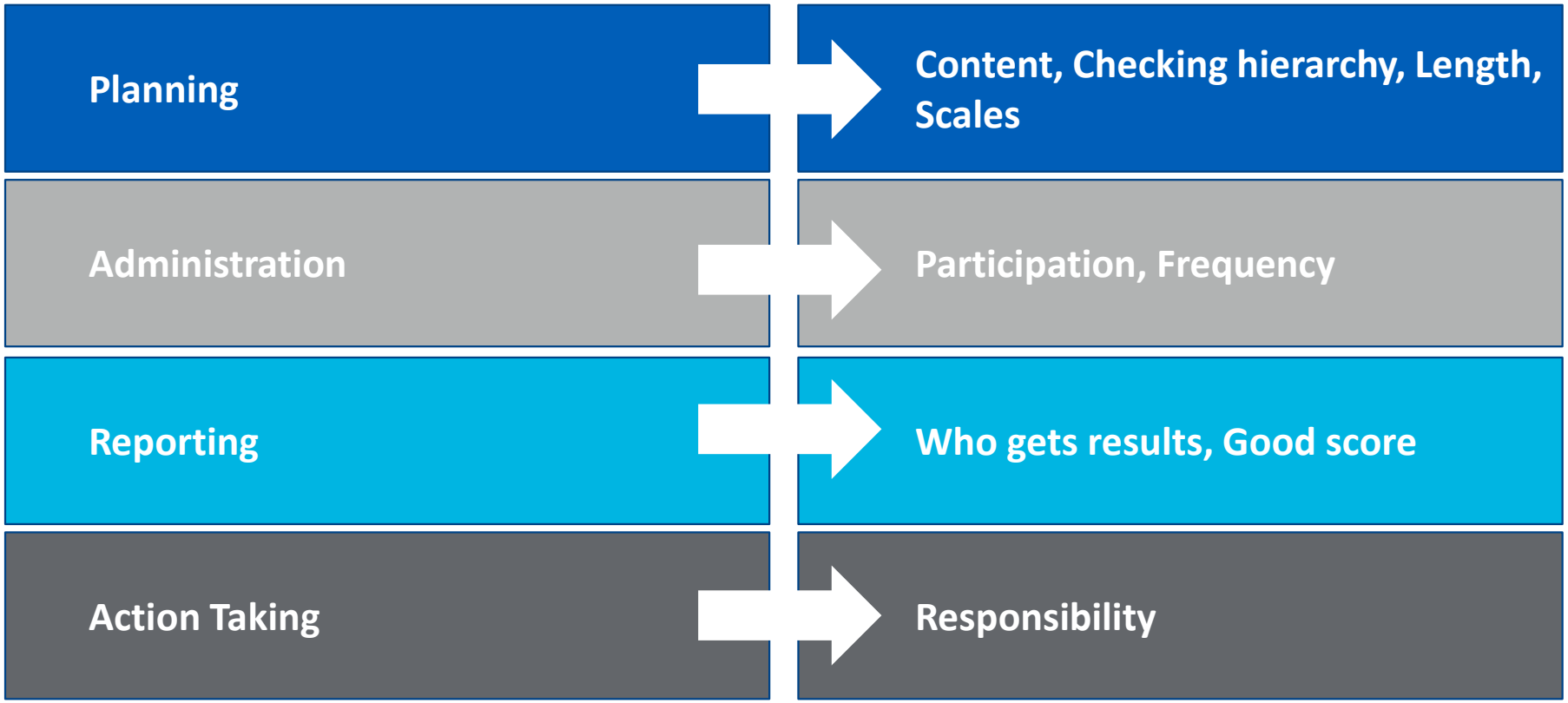
“Received Doctrine” (Barrett, 1972)

A concept accepted as true without any empirical support.



“Received Doctrine” (Barrett, 1972)

A concept accepted as true without any empirical support.



Culture Compass



Focus on team performance



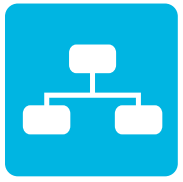
10 questions
3 min to complete



Open for one week



Results available immediately upon completion



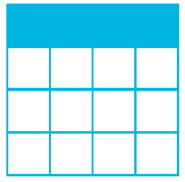
"Front line" participation



Messaging within survey



Final results to all 72 hours after close



Twice per year

Simple

Fast

Transparent