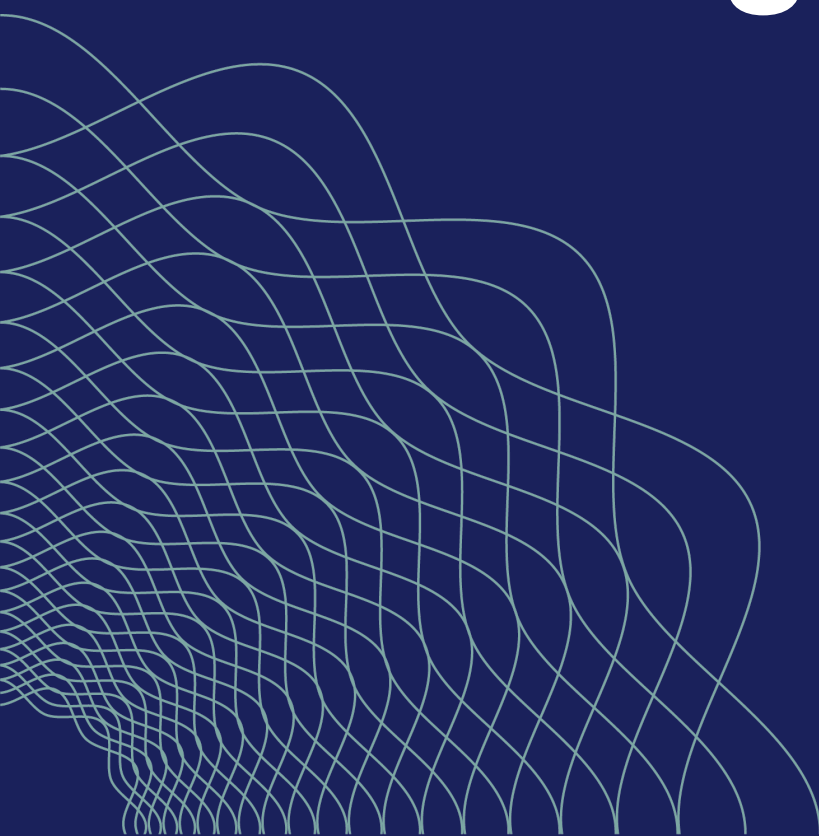


Elevating the Employee Experience: Moments that Matter

May 1, 2024

humanworks 



Let's WONDER Together..



Champion People



Be Authentic



Elevate

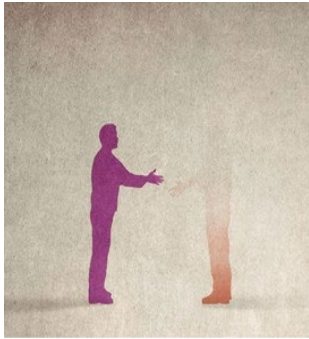


Breathe



Wonder

Bringing People into Focus



Champion People



Be Authentic



Elevate



Breathe



Wonder

The 8



Champion People



Be Authentic



Elevate



Breathe



Wonder

The 12 People Touchpoints



Communications



DEI & Belonging



Offboarding



Orientation & Onboarding



Performance Management



Processes & Policies



Recognition



Strategy & Planning



Surveying



Talent Discovery



Training & Development



Well-Being

Champion People



Be Authentic



Elevate



Breathe



Wonder



86400
SECONDS

A close-up photograph of a smooth, light-colored stone with the word "Gratitude" engraved on it in a black, serif font. The stone is surrounded by other stones of various colors, including dark blue, grey, and yellowish-brown. The lighting is soft, highlighting the texture of the stone.

Gratitude

Moments of Meaning & Gratitude

Appreciating

Your Life

Appreciating

Other's Talents

Appreciating

Your Own Talents

Appreciating

Opportunities

Appreciating

Your Growth

Sharing

Your Gratitude



B.I.G. ★ **R.I.G.** ★ **F.I.G.**

BEGIN

In Gratitude

RESPOND

In Gratitude

FINISH

In Gratitude



Today I am
grateful for



**Everyone's Unique
& Believes**



personal values

Champion People



Be Authentic



Elevate



Breathe



Wonder

The Value of Values

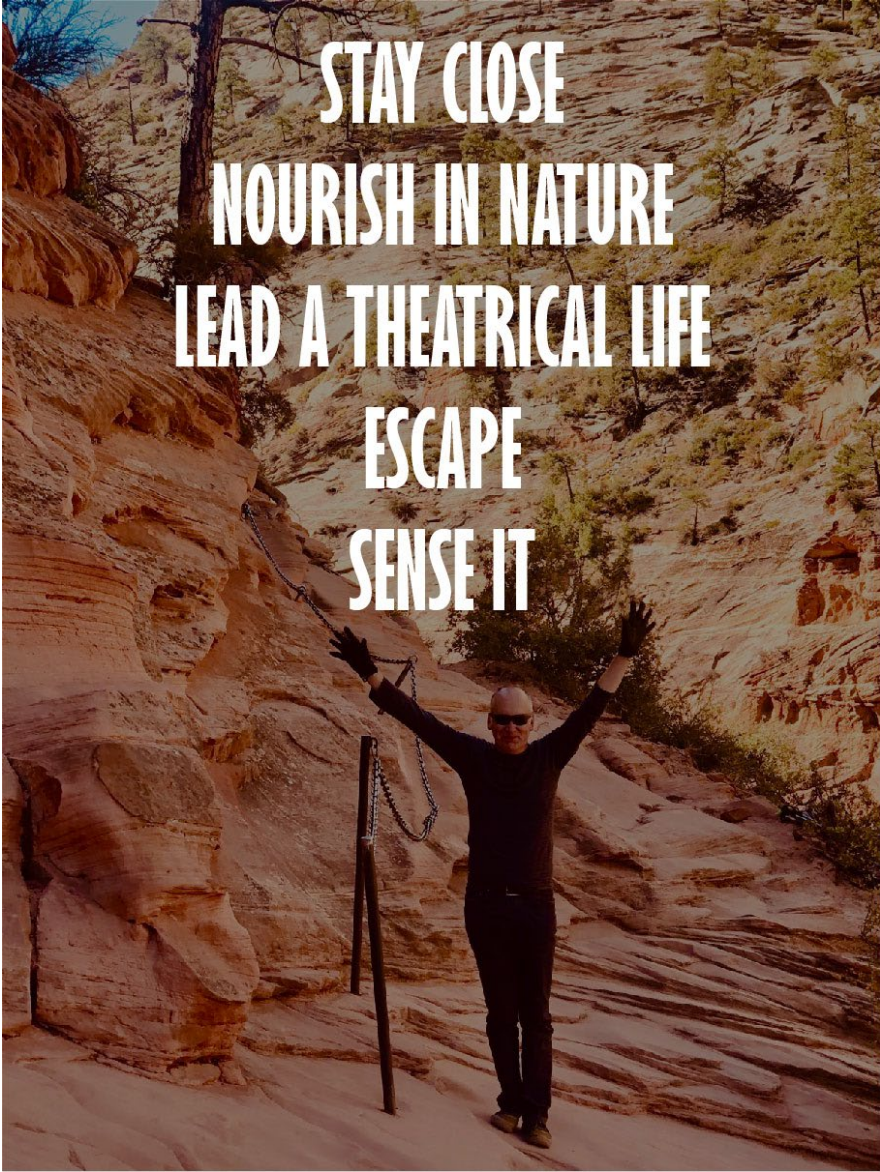


Sets an expectation for how you interact with (everyone)

Differentiates you and connects you with (anyone) who shares your values

Guides your decision making and tells what you will... and won't do





Champion People



Be Authentic



Elevate



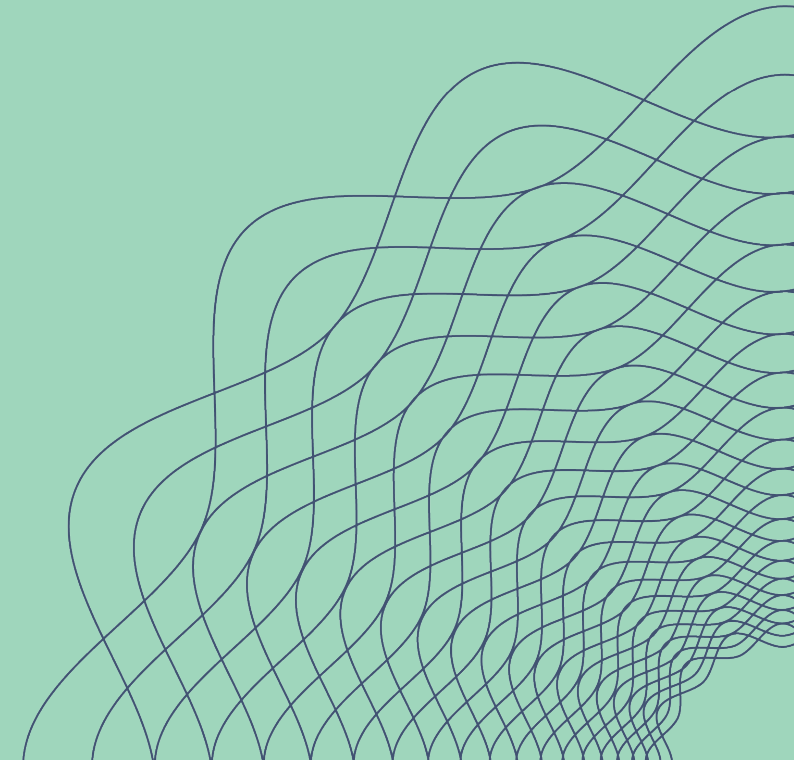
Breathe



Wonder



Everyone Thrives & Matters





Champion People



Be Authentic



Elevate



Breathe



Wonder



Purpose



Balance



Nutrition



Movement

Champion People



Be Authentic



Elevate



Breathe



Wonder

Moments of Belonging



- It's hard to read the label when you are inside the jar.
- What experiences can you curate for your life to evaporate ignorance and biases?



The background of the slide is a light blue-grey gradient with numerous translucent, iridescent bubbles of various sizes scattered throughout. A semi-transparent white rectangular box is centered on the page, containing the title text.

Bursting Bubbles



Champion People



Be Authentic



Elevate



Breathe



Wonder

Missed Moments



You Matter Here Conversations

humanworks YOU MATTER HERE CONVERSATION PLANNER

LEADER NAME: _____ EMPLOYEE NAME: _____ YEAR: _____

Use this planner on an annual basis to increase engagement with each of your direct reports during your one-on-one meetings.

PRE-MEETING REFLECTION

What is a specific attribute you are grateful to them for bringing to your team? Express gratitude.

How have they added value this week? Recognize and share feedback.

What's going on in their personal life? Reflect on celebrations, heartaches and everyday life.

YOU MATTER HERE QUESTIONS

1. What keeps you working here at our organization and in your role?

How will I ask it? _____ When will I ask it? Q1 Q2 Q3 Q4

Discussion Notes & Follow Up Actions: _____

2. What is something in your current role you wish you had more/less of?

How will I ask it? _____ When will I ask it? Q1 Q2 Q3 Q4

Discussion Notes & Follow Up Actions: _____

3. Have you been given the freedom to be yourself and do things your way in your role?

How will I ask it? _____ When will I ask it? Q1 Q2 Q3 Q4

Discussion Notes & Follow Up Actions: _____

4. Which of your skills are you not using in your current role?

How will I ask it? _____ When will I ask it? Q1 Q2 Q3 Q4

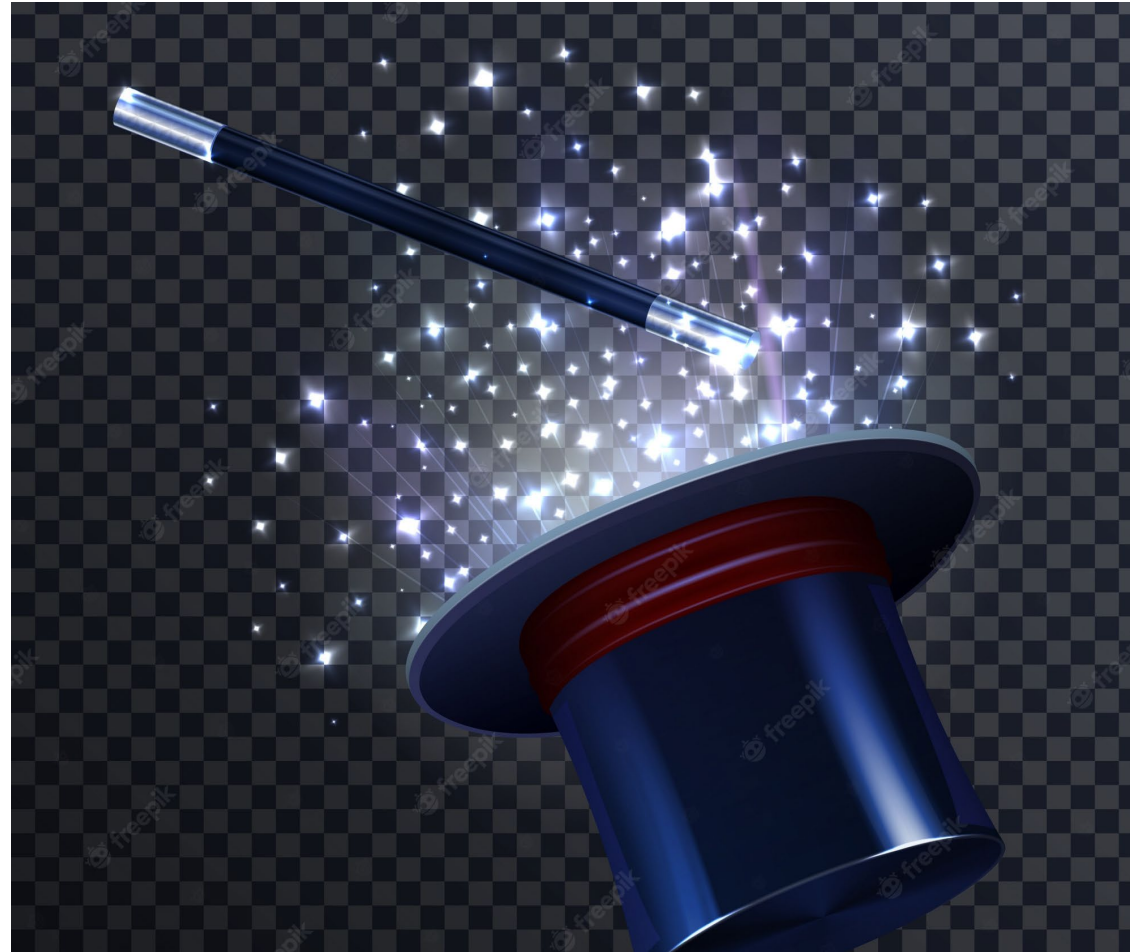
Discussion Notes & Follow Up Actions: _____

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1. What keeps you working here at our organization and in your role?
2. What do you want to have happen in your role?
3. How do your personal values align with our corporate values?
4. What is something in your role that you wish you had more/less of?
5. Have you been given the freedom to be yourself and do things your way in your role?
6. Which of your skills are you not using in your role?
7. How can I make your work more enjoyable/fulfilling?
8. What is an area you would like to learn and grow in?
9. What opportunity would interest you enough to step away from your role?
10. Where or who would you like to mentor with or learn more about at our organization?
11. If you were going to coach me on one thing to make me a better leader, what would it be?
12. What is the single most meaningful action I could take as your leader?



Magic in the Moments



Champion People



Be Authentic



Elevate

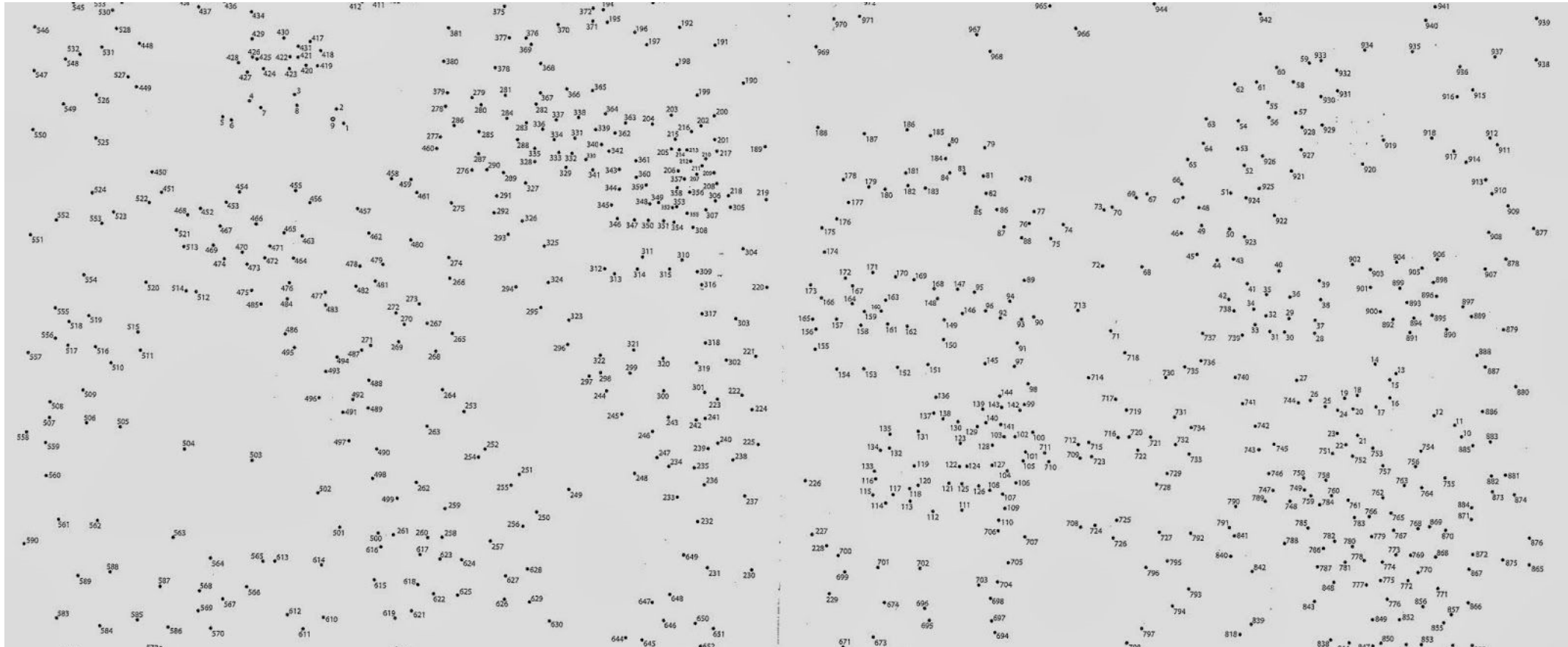


Breathe



Wonder

Connect the Dots



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