

Welcome!

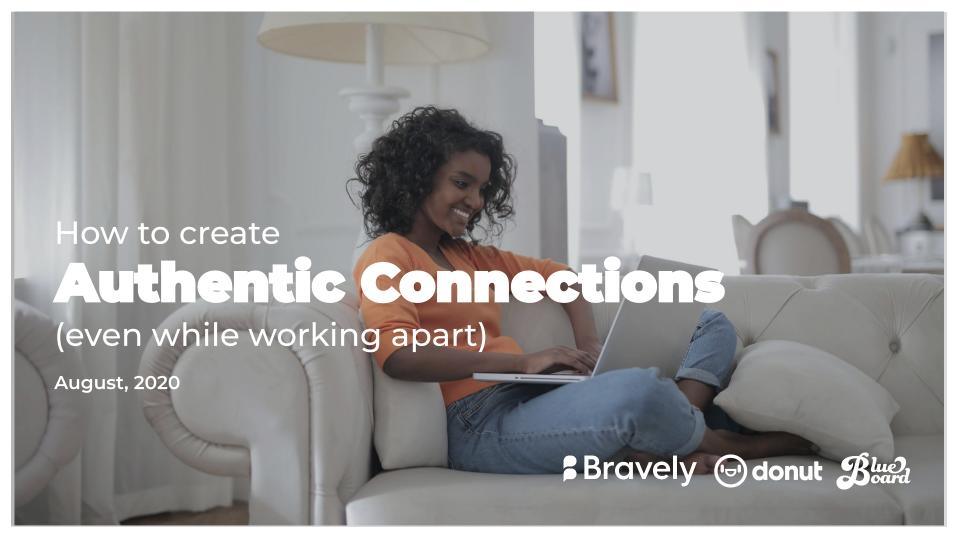
Where are you dialing in from?

What are you hoping to learn today?

Send a recognition note at

Blueboard.com/lift-up







Hakemia

Hakemia Jackson (she/her) Executive Coach at Bravely



Shannon

Shannon Ferguson (she/her) Head of People at Blueboard



Dan

Dan Manian (he/him) CEO and Cofounder at Donut

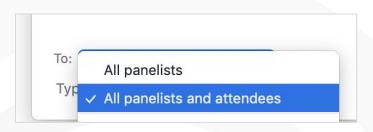


Morgan

Morgan Chaney (she/her) Sr. Director of Marketing & Employer Branding Lead at Blueboard



Agenda



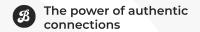
- Welcome and intros
- Why we're here: the power of authentic connections while working remotely
- Fresh ideas for people programs for creating connection and belonging
- 4. Tips for adapting your perks for a remote environment
- 5. Live Q&A



Why we're here

- We're accepting our new normal, and now making plans for how to adapt effectively.
- While employees may feel productive at home, it's crucial to continue investing in opportunities that cultivate culture and engagement through authentic connections with our team and coworkers.





The power of creating authentic connections.

7x

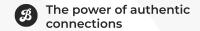
Employees who have a best friend at work are 7x more likely to be engaged.

\$100,000

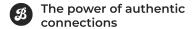
Colleagues have the potential to increase happiness as much as earning \$100,000 more per year.₂

202%

Companies with engaged employees outperform those without them by 202%.³.



What does "authentic connection" bring up with you when thinking about the employee experience you're creating?



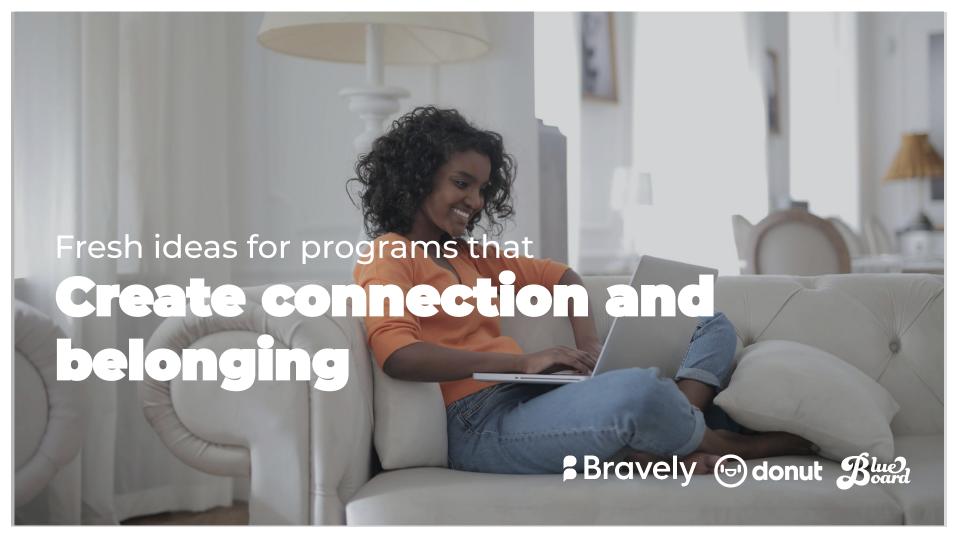


Defining what connection looks like

What does authentic connection really mean?

- Sharing and establishing what we have in common as well as the differences that make us unique
- Connecting by sharing of ourselves
- Making the other person significant









Mentorship program

Connecting rising leaders with tenured leaders to build meaningful relationships and paint a vision for the future.

How it works:

- 1. Mentor/Mentee pairs are matched based on career goals, interests, and personalities.
- 2. Pairs are provided a guide for the first few sessions to create structure and ensure a strong foundation is built early on.
- 3. Pairs meet regularly, discussing personal development goals, exploring ideas/readings, and connecting over recent experiences.

Outcomes: Accountability partners work toward and achieve goals, new connections are made and opportunities unlocked, increased feedback and trust leads to skill development, both parties feel valuable, increased engagement and feelings of belonging.





CONNECTING GLOBALLY

"How do we address different time zones (global team) within this context?"

Stephanie, VMWare





Utilizing asynchronous tools and empowering leaders from within

Expanding cultural ambassadorship across the company and creating opportunities for any employee to initiate connections.

New strategies during COVID:

- 1. Revamp Culture Crew charter to increase empowerment and outline new opportunities for culture carriers that are relevant to the current climate.
- 2. Adjusting timing for digital events to be inclusive of international time zones. For example: Happy Hour in Ukraine = Breakfast Club in the US.
- 3. Leverage Slack for personal connections through conversations and celebrations that are ongoing over a 24-hour cycle.
- 4. Arrange for localized versions of events; culture will have different flavors in different places. Connection within teams is as valuable as connections across teams.







Donut meetups can be more than a Zoom meeting

Leveraging Donut's platform to automatically connect employees for informal get togethers and encouraging creativity through authentic connections.

New strategies during COVID:

- 1. Increase cadence and experiment with group size.
- 2. Encouragement for employees to do something a little different -- doesn't have to follow a strict format.
 - a. Learn a TikTok dance
 - b. Walk 'n' Talk (in person + masks OR on the phone in separate locations)
 - c. Play a game
 - d. Cook/eat together
 - e. Learn together -- TED talks, 1:1 book club







Learning in action

Leveraging Donut's capabilities to advance our DE&I work.

What's new during COVID:

- 1. Rolled out a DE&I program that focuses on learning in action; employees share content to consume individually (article, podcast, YouTube video).
- 2. Use Donut to connect employees to digest and debrief in small groups.



DEI Discussion Group for 1pm ET today

I'm here to help open up the conversation about DEI at Donut by connect everyone from #diversity-inclusion every 2 weeks.

Agenda

- Discuss the DEI Mini Action that assigned at the last Team Sync.
- What did y'all learn?
- How have you or will you put what you learned into practice?

The time for this discussion is already blocked on your cal. Use the Zoom meeting below \(\bigcap \) to meet at 1pm ET!



CONNECTING OFF CAMERA

"How can I engage people when it feels like pulling teeth to get people to engage?"

Danielle, Human Ventures



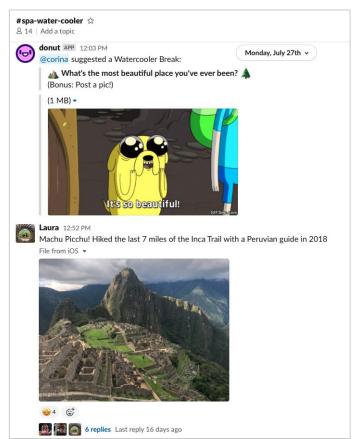


Connecting off camera

Identifying ways to build connection, without having to jump on a video call.

What's new during COVID:

- Posting a daily or every other day prompt of something fun to stir conversation over Slack
- Opportunity for employees to engage as they like (by sharing content, or more passive replies or reactions)
- 3. Employees can nominate new prompts and give feedback on the types of prompts that the most fun and easiest to engage with



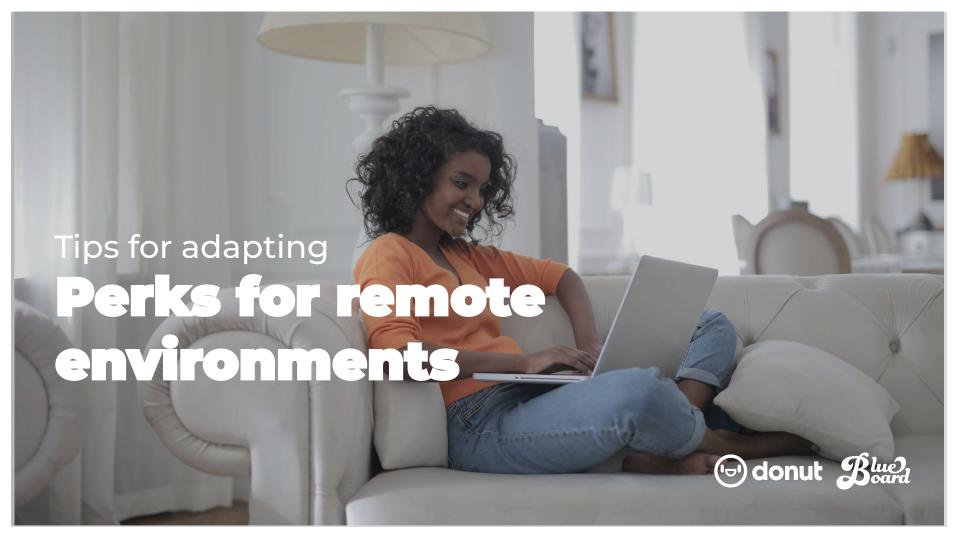


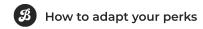
Implement coaching questions

Introduce coaching questions into your meetings to create a culture of connectivity with your team members.

For leaders:

- 1. Which talent or strength do you possess that has the most natural connection to your goal and/or team goal?
- 2. What is the specific task or goal that feels unmanageable or unreachable?
- 3. What helps you feel connected to others and counteract the potential loneliness of working remotely?





Perks to adapt for today's remote environment

Just a few perks that can be adapted to optimize engagement and resources:

Events & Gatherings

A shift from in-person celebrations to individual experiences that are ripe for sharing digitally.

Example: Instead of decorating a desk or buying a cake, mark important milestones with a virtual experience or mailed gift

Spot Bonuses

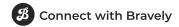
Reallocate funds from big event budgets to recognize employees who are going above and beyond.

Example: Rewards for achieving hard-to-reach goals or bringing values to life

Commuter Perks & L&D

Decreased commute times means employees can absorb podcasts, audio books or online courses.

Example: Shift live events with speakers into L&D programs to engage and motivate employees (coaching sessions)



Let's connect

Bravely connects your people to **on-demand confidential coaching** in the moments that matter across the employee experience.

When leading organizations offer Bravely to everyone, they scale the support offered by their People teams and managers, and transform their cultures in an evolving world of work.

AUTODESK.



samsara









webflow

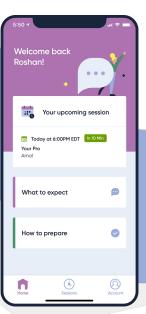


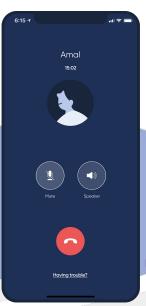


Wunderkind











Let's connect

Blueboard is a recognition platform powered by hand-curated experiences.

We're powering all of your celebration moments, from anniversary awards to referral incentives, spot recognition to sales incentives and President's Clubs.







mimecast

OTIS



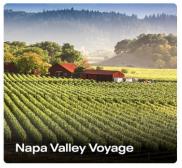
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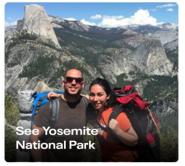






















Let's connect

Donut's mission is to create human connection that leads to **camaraderie**, **collaboration**, and **community**.

We do this by introducing people in **Slack** to foster **real human connection**.

okta Betterment

□toast

C Culture Amp



buffer





Channels

#general

#coffee_buddies

- donut
- jack
- susie
- donut, jack, susie

donut, jack, susie



donut

Hello!

I'm here to help you get to know your teammates by pairing everyone from #coffee_buddies every week.

Why don't you two pick a time to meet for , left or ?



susie

Thanks @donut, @jack - how about Blue Bottle?



jack

Sounds great, can't wait!







Q&A on Live Chat

SHRM PDC:

20-KM5HX



Resources to explore:

Blueboard.com/resources

Planning guides, resources and future events and webinars

Blueboard.com/lift-up

Send a recognition note to brighten someone's day:)

Donut.com/connections

Donut introduces teammates for social and learning opportunities, no matter where they are in the world.

Workbravely.com/for-companies

Bravely provides on-demand professional coaching for employees at every level.



Our favorite takeaways

B

What's one thing you could do today to create authentic employee connections at your company?



AVOIDING MEETING FATIGUE

"How do we mimic some of the cross functional connection that would happen organically in the office without filling up people's calendars?"

Shelby, BenchSci