

# Culture Drives an Organization Through HR

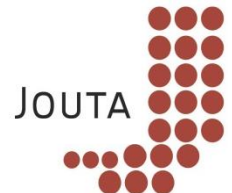
**Presenter:**

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**READY. SET. GROW. June 6, 2018**

Hosted by LNG Canada and Small Business BC

**READY.  
SET.  
GROW.**



# Introduction

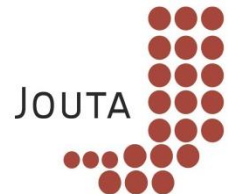
The 3 most important things to know  
about human resources...

**READY.  
SET.  
GROW.**



# HR, Jouta style

**READY.  
SET.  
GROW.**



# What is HR?

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## HR, Jouta Style!



**Culture  
+Protection  
+ Productivity**

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**= Organizational  
Performance**

**READY.  
SET.  
GROW.**



# Culture

Workplace culture reflects everything from recruitment to termination, and everything in between - including vision, mission, purpose, values, roles & responsibilities, work environment and symbolism; all of which must align to create an ideal structure. Every organization's culture is different – the key is to define yours and align everything to it.

# Protection

Just as you insure your business against external threats, an investment in HR can help protect you (and your employees) against threats that are within your control. These include legislative threats related to the employment of people.

# Productivity

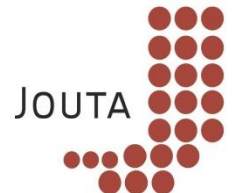
Performance is the goal! The role of HR is to put systems in place that increase productivity to enhance overall performance. This is only possible when the right structure is in place and everything done within the organization aligns to it.

# Culture - KRA's

- Organizational Intention
  - Vision, Mission, Goals, Values, Symbolism
- Culture
  - Community & Organization
- Communication
  - Internal, External, Employee Relations
- Organizational Structure
  - Roles and Responsibilities, Workforce Planning
- Leadership vs Management
- Change Management

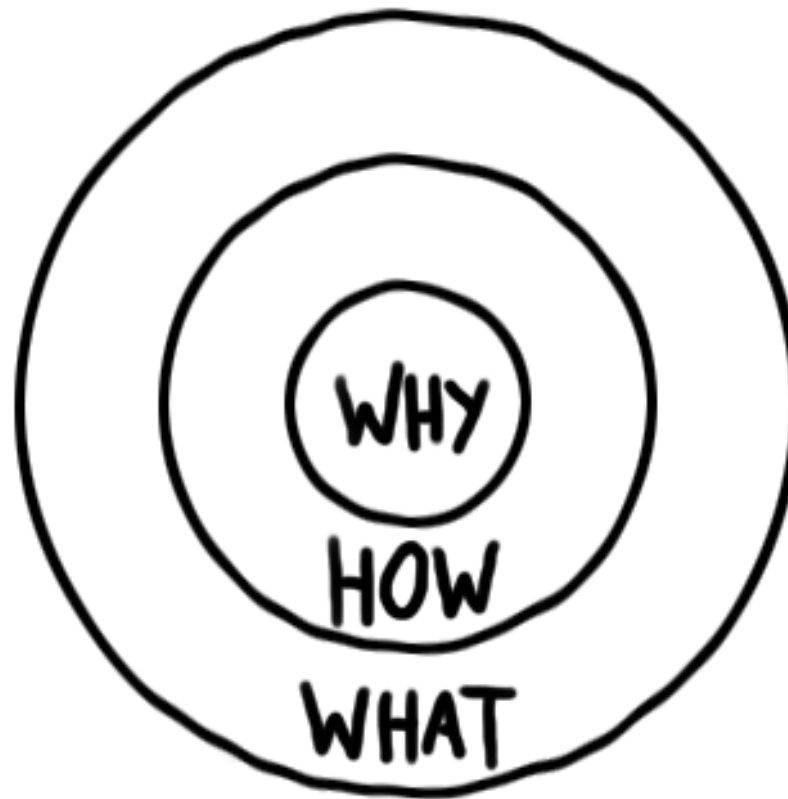
Define it, then align it!

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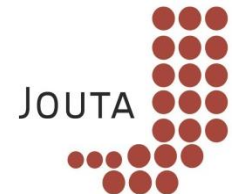




# Culture



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# Define Your Culture

Define your why.  
Allow some or all of your team to  
participate in the process.

Name and define the behavioural values  
that matter to you.

What you do – is what you do!

# Protection – KRA's

- Legislative Knowledge
  - The Legislation, Employment Agreements
- Metrics
  - HR Performance Metrics
- Total Compensation
  - Base Pay, Variable Compensation, Health and Dental Benefits, Income Protection Benefits, Retirement Benefits, General Perks
- HR Record Keeping
- Policy and Procedure (Handbook)
- Absence Management
- Health and Safety

# Protection

Legislative Knowledge – Employment Agreement

Total Compensation

Policy and Procedure (Handbook)

# Protect Your Business

Use employment agreements.

Compensation - be on the winning side of the 80/20 rule.

Ensure your policies and procedures are in alignment with your culture... written for your employees not someone else's.

# Handbook Updates for Consideration

Visit our Blog at [\*\*jouta.com/blog\*\*](https://jouta.com/blog)

## Recent Posts

2018 Employee Handbook Updates  
March 22, 2018

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# Productivity – KRA's

- Recruitment and Selection
- Onboarding and Orientation
- Performance
  - Development and Management
- Creating a Learning Work Environment
  - Training and Development = Coach Approach
    - Suggested Topics – Internal Software/Systems Effectiveness

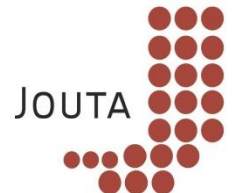
# Productivity

Recruitment & Selection

Onboarding & Orientation

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# Increase Productivity

Know who you will need to hire, when you will need to hire, and where you will find them.

Set employees up for success by ensuring the onboarding process is solid and that they are properly oriented.

# Organizational Performance =

## **Culture**

*Cultural & organizational understanding & alignment*

## **Protection**

*Ensuring all the right practices/safeguards are in place*

## **Productivity**

*An engaged, fully-aligned workforce going in the same direction at the same time*

# Q & A

**READY.  
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Presented by:

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