



People Strategy

Jack Altman

Augmented

By

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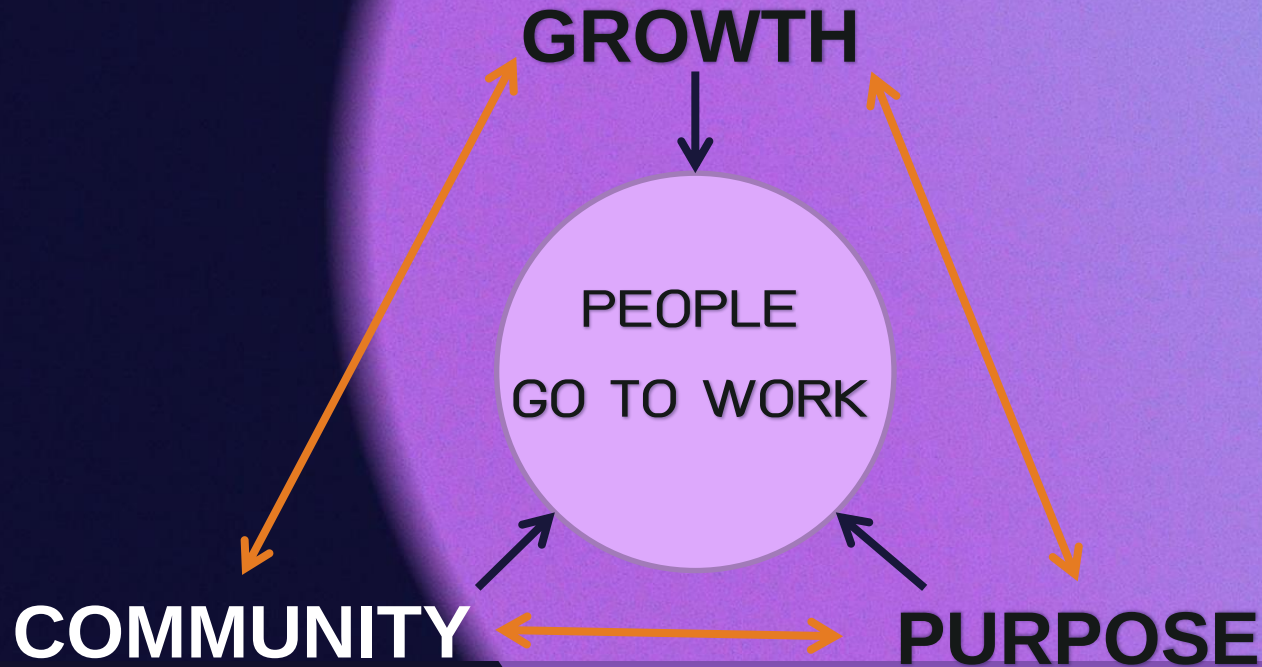
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SSRU

MODEL OF PEOPLE GO TO WORK



Purpose = Meaning to our life

Purpose mean is different for everyone

Community = (groups/teams/organization)

Community means trust, strong communication, respect, equality and cooperation to be culture.

Growth : the pursuit of improvement and progress.

Successful People Strategy

1. Right people
2. Value
3. Talents

Value

1. Cringingly bland
2. Empathy (Sympathy)
3. Effort
4. Growth
5. Customer - obsession

Gen millennial and Gen Z

1. Extremely ambitious
2. Growth hungry
3. Eager aligns own principles

3 Tips for writing Company Values

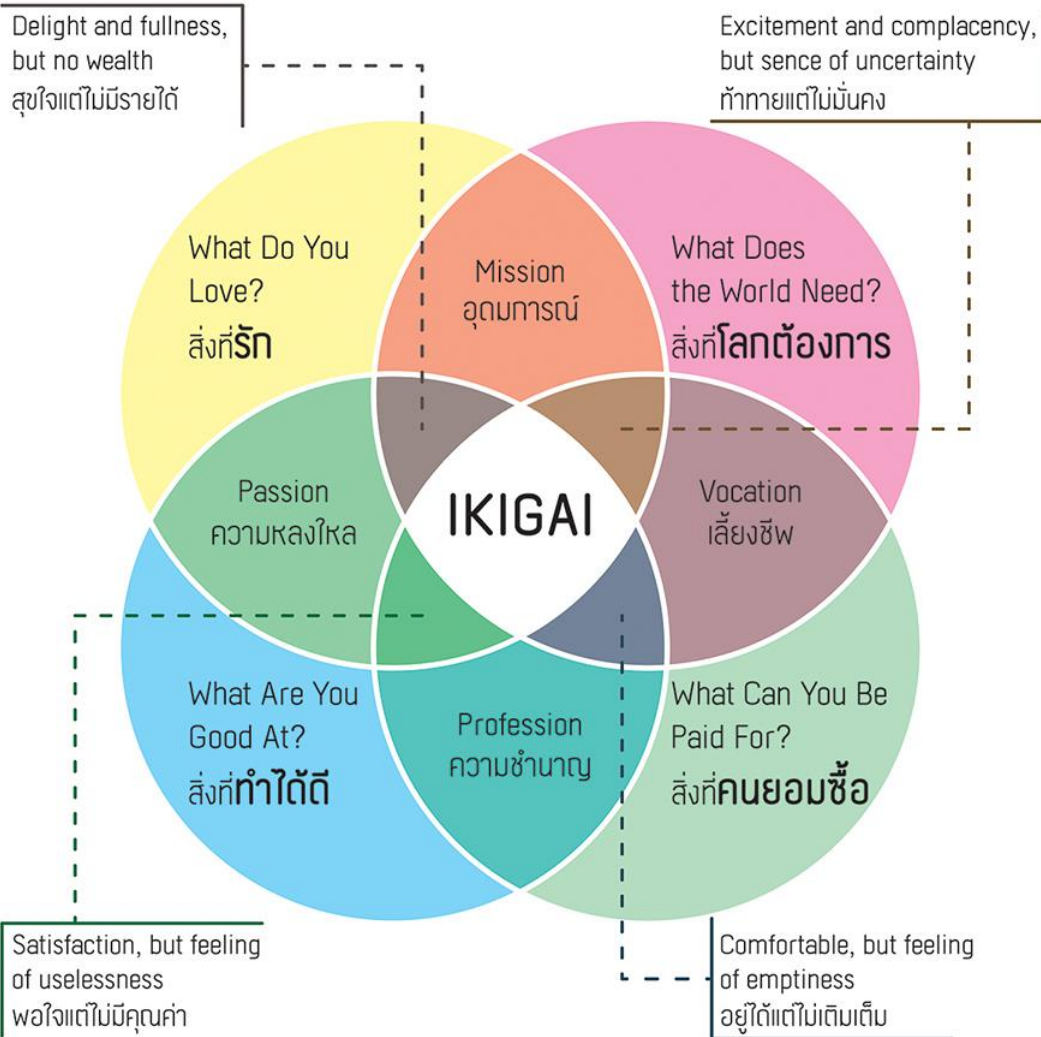
1. Make employees part of the process.
2. Be original but stay authentic.
3. Don't be afraid to iterate and make changes.

Unique Company Cultures

1. Make our clients heroes
2. Trick as thieves
3. Work smart to live well
4. Attitude is everything
5. Produce and protect
6. Leave the world a better place
7. Develop daily
8. Break our own glass ceilings
9. Empathy and endeavor

IKIGAI

(การมีชีวิตอยู่
อย่างมีคุณค่า)





High Performance Begins with High Expectations

High Expectations : SMARTS Goals (Peter Drucker's Management by Objectives)

1. Specific
2. Measurable
3. Actionable
4. Relevant
5. Time-bound

OKRs (Andy Grove & John Doerr)

1. Objectives and Key Results (OKRs)
2. Objective : Where do I want to go?
3. Key Results : How do I get there?

OKRs started

1. Identify high-level company objectives and key results.
2. Decide on a system for organization OKRs.
3. Collaborate with team lead to draft departmental objectives.
4. Roll out OKRs to the entire company.
5. Manager work with individual contributors to draft employee OKRs.
6. Calibrate and present final OKRs company-wide.
7. Monitor OKRs progress.

Sales force CEO Marc Benioff on Performance Management

The OKRs model V2MOM

1. VISION
2. VALUES
3. METHODS
4. OBSTACLES
5. MEASURES

Core Values

1. TRUST
2. CUSTOMER SUCCESS
3. INNOVATION
4. EQUALITY
5. SIMPLICITY

Performance Review Questions

1. Leadership
2. Project Management
3. Culture
4. Career Development
5. Impact
6. Problem Solving
7. Communication Skills

Six Times Managers should Give Praise to their employees.

1. When they get hired/ When they are onboarding.
2. When they get promoted.
3. When they go out of their comfort zone.
4. After a big launch that they helmed.
5. When they go above and beyond expectations.
6. When they have an anniversary at the company.

How to Write Engagement Driver Survey Questions

1. Self - Efficacy
2. Fill and Belonging
3. Team Culture, Team learning and Work relationships.
4. Overall Engagement
5. Psychological Safety
6. Management

Prioritizing Growth

Humans are wired for growth

1. Career patching
2. Compensation
3. Fringe & Benefit

KOL : Key Opinion Leader

Employee Development

1. Coaching
2. Mentoring

Leveraging Data

1. Recruitment
2. Performance
3. Engagement
4. Employee Development
5. Diversity, Equity and Inclusion

Q&A
