Hiring for Culture

PRESENTED BY
FOCUS ON PEOPLE
A KEY CULTURE MOMENT
TECHNICAL SKILLS = PROCESS FIT
PEOPLE SKILLS = CULTURE FIT
INDIVIDUALS AND INTERACTIONS
CULTURE FIT
CULTURE ADD
ASSESSING PERSONAL FIT
PEOPLE ARE INTRINSICALLY MOTIVATED
16 BASIC DESIRES

- Power
- Independence
- Curiosity
- Acceptance
- Order
- Saving
- Honor
- Idealism
- Social Contact
- Family
- Status
- Vengeance
- Romance
- Eating
- Physical Activity
- Tranquility

Images courtesy of rmp swiss
# BECOMING AN AGILE BUSINESS

<table>
<thead>
<tr>
<th>Move away from</th>
<th>Move towards</th>
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</thead>
<tbody>
<tr>
<td>Technology</td>
<td>People</td>
</tr>
<tr>
<td>Hierarchy</td>
<td>Holacracy/Sociocracy</td>
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<tr>
<td>Employee</td>
<td>Partner</td>
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<tr>
<td>Repair</td>
<td>Prevention</td>
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<tr>
<td>Fear of failure</td>
<td>Psychological safety</td>
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<tr>
<td>One-size-fits-all</td>
<td>Individuality</td>
</tr>
<tr>
<td>A workplace</td>
<td>A workplace “for me”</td>
</tr>
<tr>
<td>Uniformity</td>
<td>Diversity</td>
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</tbody>
</table>
ASSESSING ORGANIZATIONAL CULTURE
UNDERSTANDING CULTURE
UNSPOKEN, SHARED, & IMPLICIT
SELF-REINFORCING
SHAPED & INFLUENCED
INTEGRATED CULTURE FRAMEWORK

Source: Spencer Stuart via HBR (Jan/Feb 2018)
CULTURE FIT AND CULTURE ADD
HIRING FOR CULTURE VIA CULTURE FIT
A DISCRIMINATING ECHO CHAMBER
DIVERSITY OF THOUGHT VIA CULTURE ADD
A LONG-TERM ENDEAVOUR
HOW TO HIRE FOR CULTURE
WHAT VALUES AND ATTITUDES MAKE UP THE COMPANY’S (OR TEAM’S, DEPARTMENT’S, ETC.) CURRENT CULTURE(S)?

WHAT SUBCULTURES EXIST WITHIN THE COMPANY?

DO THE CULTURE(S) IDENTIFIED SUPPORT THE COMPANY’S PURPOSE AND OBJECTIVES?

ARE THERE CULTURAL WEAKNESS THAT SHOULD BE ADDRESSED?

WHAT CULTURAL VALUES AND ATTITUDES SHOULD THE COMPANY LOOK TO ADD IN ORDER TO MAXIMIZE AGILITY AND SUSTAINABILITY?

WHAT UNDERLYING VALUES AND TRAITS WILL ALLOW CANDIDATES TO SUCCEED IN THIS COMPANY? WHICH WILL ALLOW THEM TO FIT INTO THE CURRENT CULTURE AND/OR SHAPE THE CULTURE IN POSITIVE DIRECTIONS?
QUESTIONS TO ADDRESS PERSONAL FIT

Can this candidate succeed in this company / job / team?

If so, why will they succeed here?

Does this candidate have the inner potential to succeed and grow here?

Will they develop in this environment?
RECRUITMENT TRAINING
HIRING FOR PEOPLE SKILLS
CAREER FORECAST

By Jason Tice
CONCLUSION
RECRUITMENT IS THE FIRST STEP
PEOPLE SKILLS, CULTURE, EMOTIONS, GOALS, & VALUES
NO SILVER BULLETS
WITH THANKS TO

Jakub Jurkiewicz
V Lakshmi Chirravuri
Brunello Gianella
Stavros Papadeas
Thank You

GET IN TOUCH FOR MORE INFORMATION:

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or speak with me following this presentation