

# Building on Culture

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## A Company in Crisis

Executives at a Fortune 100 Technology Company were struggling to determine which HR teams should be tasked with the oversight of employee development programs.

Uncertainty around the management of the programs was causing internal conflict in the HR organization and additional workload for executives fighting to overcome the resulting negative impact to employee morale.

The executives feared that unchecked friction on the HR team would lead to falling employee satisfaction survey results and eventually become public knowledge, hurting the company's reputation.

## Our Solution Proved to be Influential

Working with the executive team, SESIL PIR Consulting created a solution that allowed each member of the HR organization, regardless of seniority, a chance to influence programs on an ongoing basis, thus building community and trust across the organization.

To ensure the sustainability of the solution over time, SESIL PIR Consulting assigned accountability of program communication and the introduction of new opportunities to the HR leadership team.

## How Could We Support Something Like This?

SESIL PIR Consulting supported the company by:

- Building an assessment center for HR leadership to listen and understand potential concern areas from employees around the globe
- Partnering with HR leadership to analyze collected information and brainstorm actionable solutions
- Identifying 5 key program opportunity areas and designing an umbrella program around them with a foundation of joint ownership
- Rolling out the program globally and creating an open culture where front line employees and senior management share ideas and questions

## The Results Were Highly Satisfying

As a result of this solution, the company was able to eliminate the conflict negatively affecting its global workforce, embrace a culture of mutual accountability, and increase employee satisfaction survey results by 7 % overall.

## Contact Us

For help creating a corporate culture that breeds trust and builds community, please contact us at [sesilpir.com](https://www.sesilpir.com).