

Changing Landscapes...

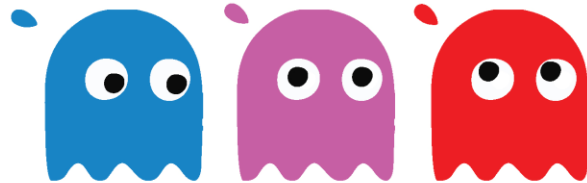
Growing Our Culture From the Ground Up

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~~Corporate Culture~~ VS Our Culture

CULTURE!



Doing it Right. Case Studies.





Zappos.com Recruiting

POWERED by SERVICE™

Business
in the
front...



**Party
in the
back!!!**

Three Questions We Need to Ask

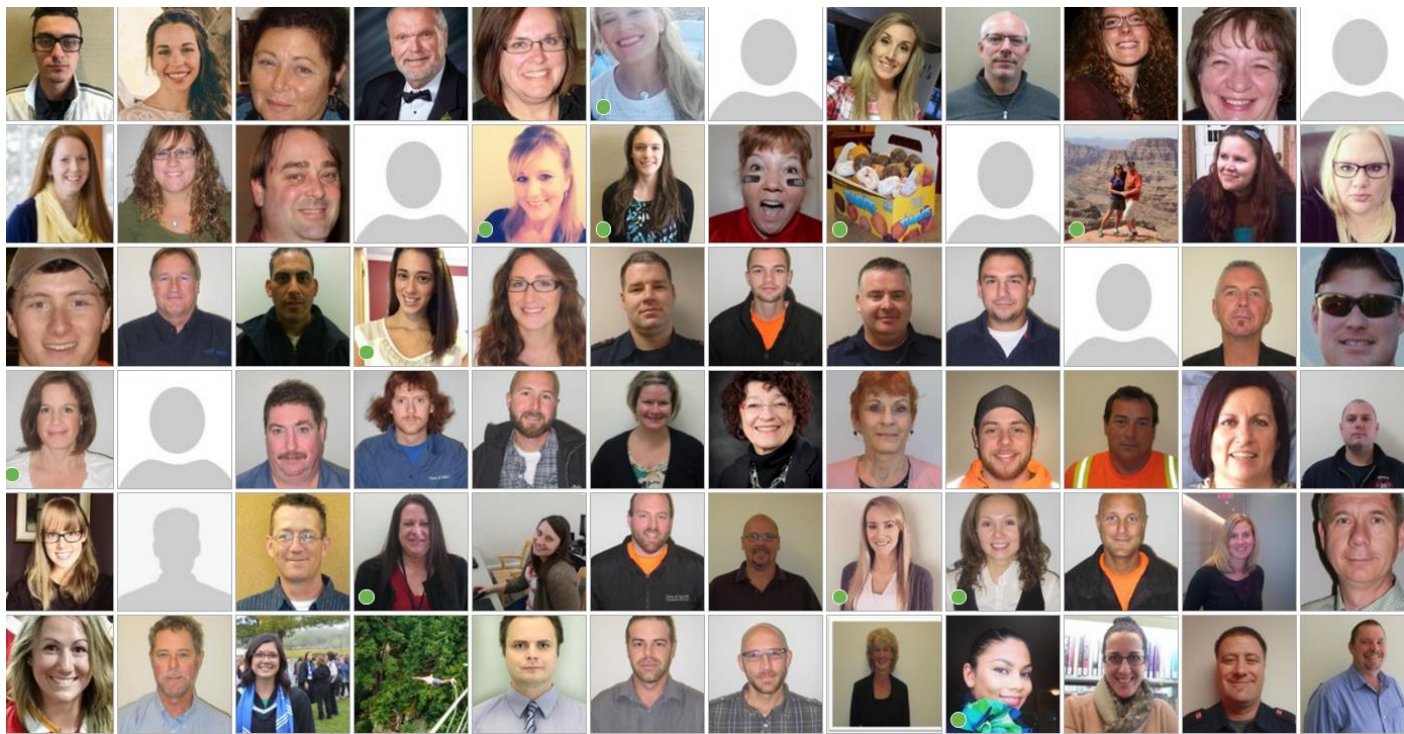
Who are we? How are we unique?

What do we believe?



THE BEST WAY TO HAVE A GOOD IDEA IS TO HAVE LOTS OF IDEAS.

Employee Visioning Sessions





Cross-functional Culture Team



IN ALL WE DO

We have the freedom to:

IN ALL WE DO

We have the freedom to:



BE YOUR
BEST SELF

We follow our passions with humour, harmony, and happiness.

We value authenticity, flexibility, and striking a balance — between independence and collaboration, between hard work and time for zen — with plenty of surprises in between.

IN ALL WE DO

We have the freedom to:



BELONG

We all belong here.

Unified by compassion, inclusivity, trust and respect, we embrace the diversity that makes us individuals and inspired us to achieve more together.

IN ALL WE DO

We have the freedom to:



EXCEL

We have the freedom to succeed
- and the freedom to fail.
Our bold, fearless enthusiasm
empowers us to take risks,
to innovate, and to grow.

Personalize Your Space IN ALL WE DO

We have the freedom to:



Sheremeto's Spot



Christie's Cubicle



Patty's Pad



Innisfil  IdealAB
& Library


Innisfil


MFOA
MUNICIPAL FINANCE
OFFICERS' ASSOCIATION
OF ONTARIO

KEY TAKE AWAYS

QUESTIONS?