

# Building cultures of employee growth and development with Bridge

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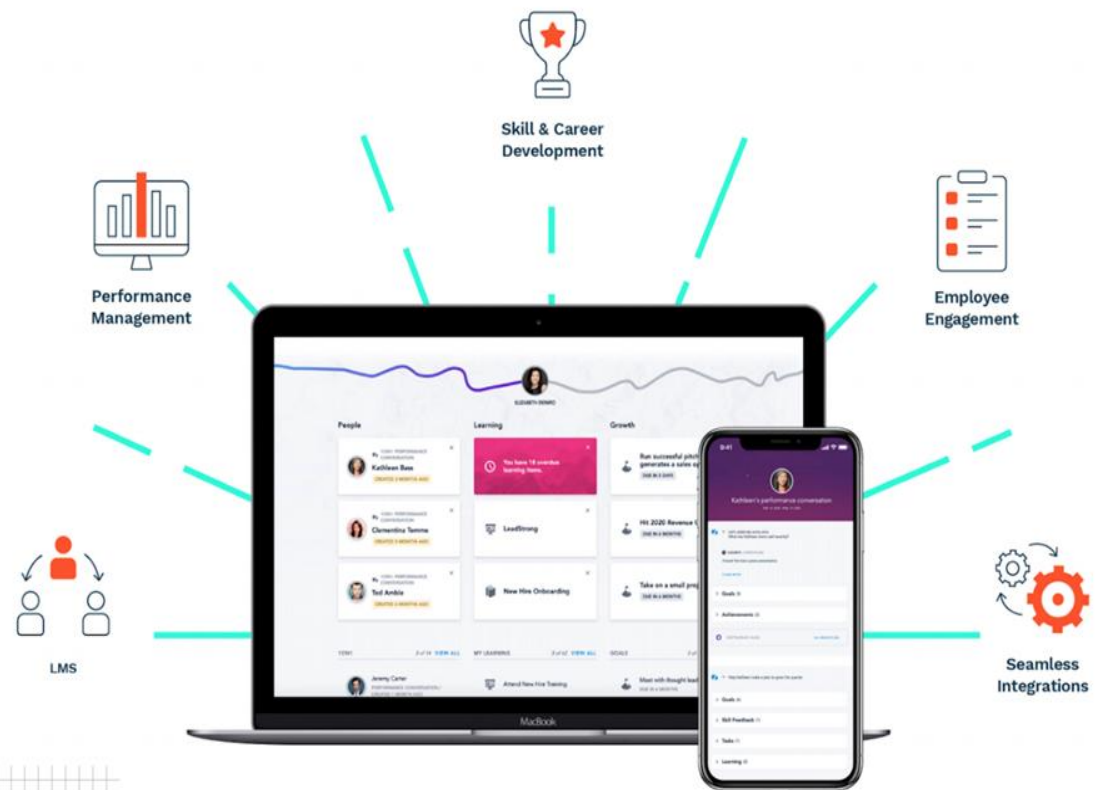
# People matter most

It's a philosophical thing.



# Learning + Performance Platform

Bridge is a Learning & Performance platform that transforms organizations by enhancing peer-to-peer connection, improving performance alignment, and empowering skill & career growth



# This session

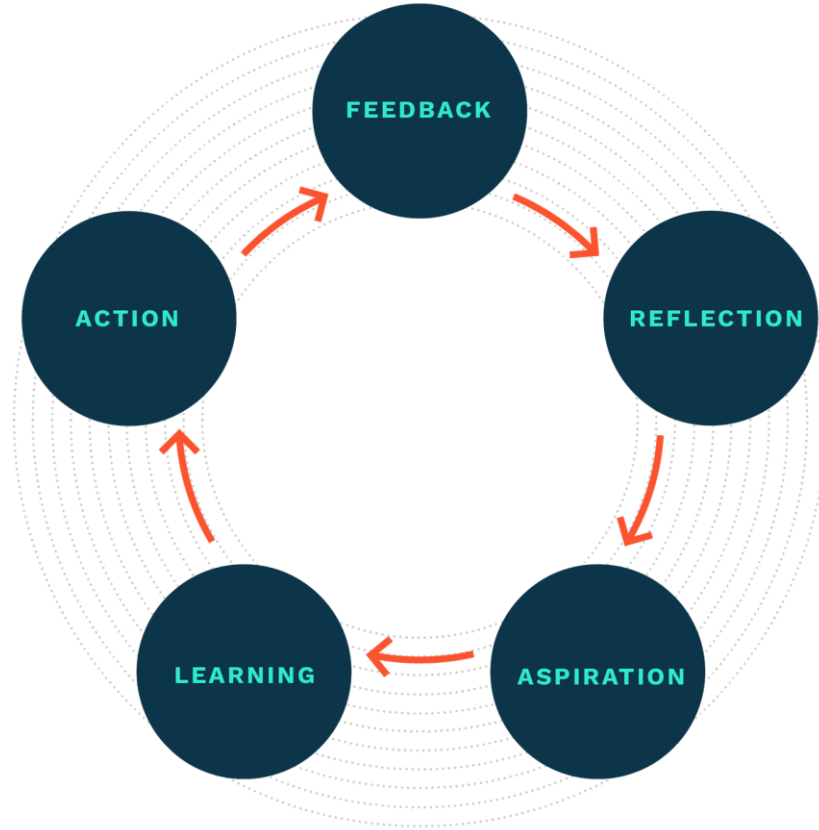
- Why growth?
- Developmental habits
- Why it's hard
- Building a growth culture
- Putting it together with Bridge

# Growth is the bottom line

**“The goals of profitability  
and fostering development  
are not a both/and, and  
they are not an either/or...  
each depends on the other”**

– Robert Kegan & Lisa Lahey  
*An Everyone Culture*

# Growth requires habit

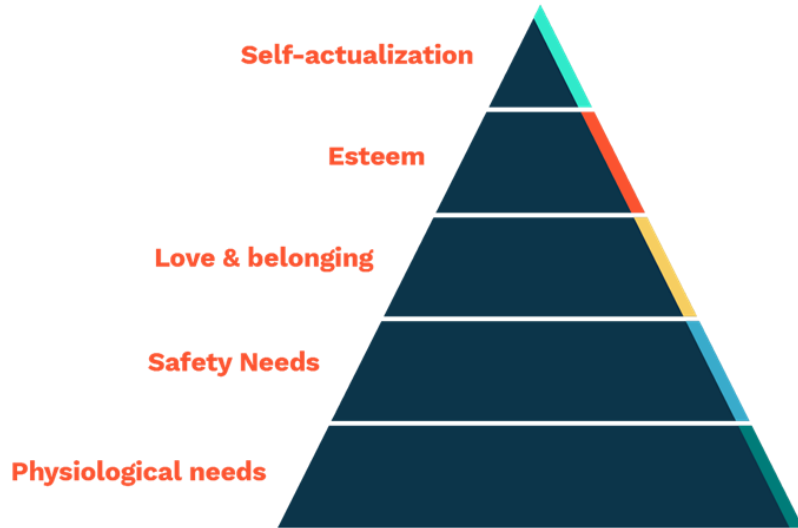


# Habit, not novelty

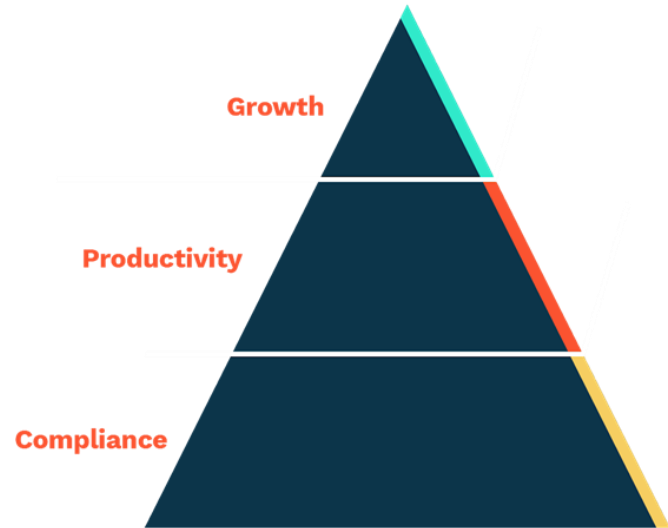


# Why is it so hard?

Maslow's Hierarchy of Needs

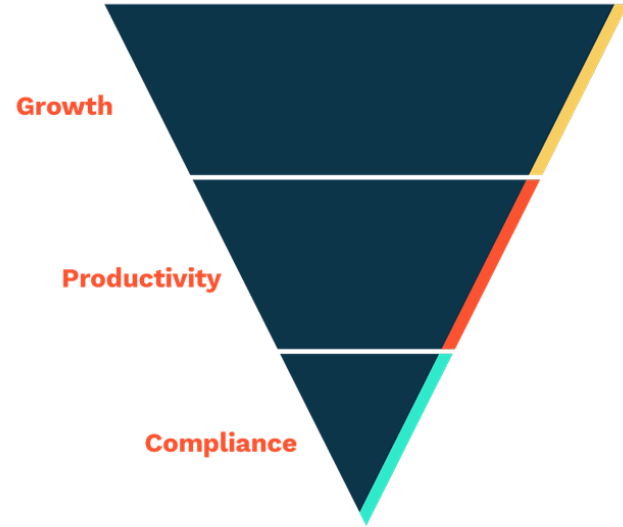
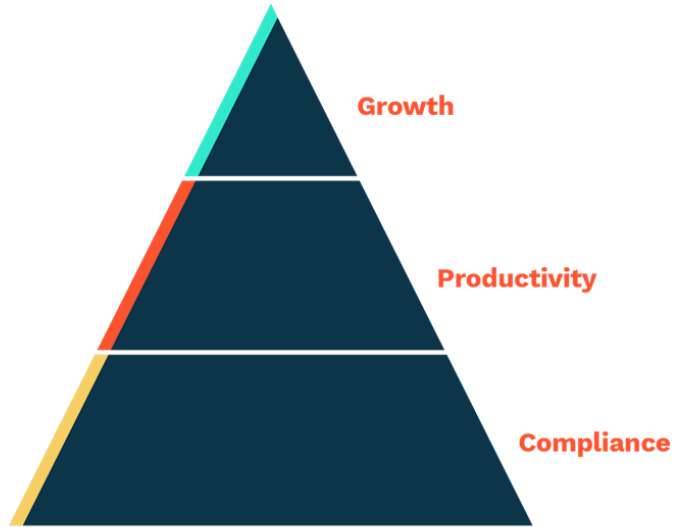


HR Hierarchy of Needs



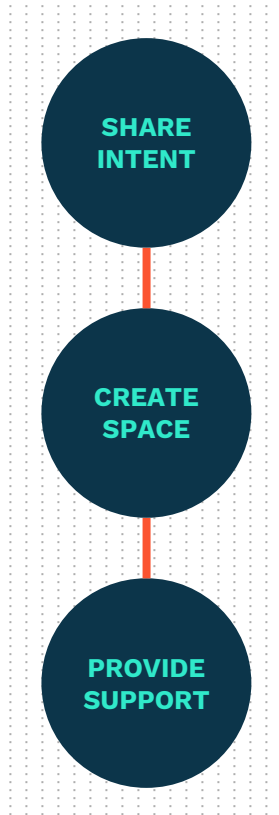


# The best organizations focus on growth...

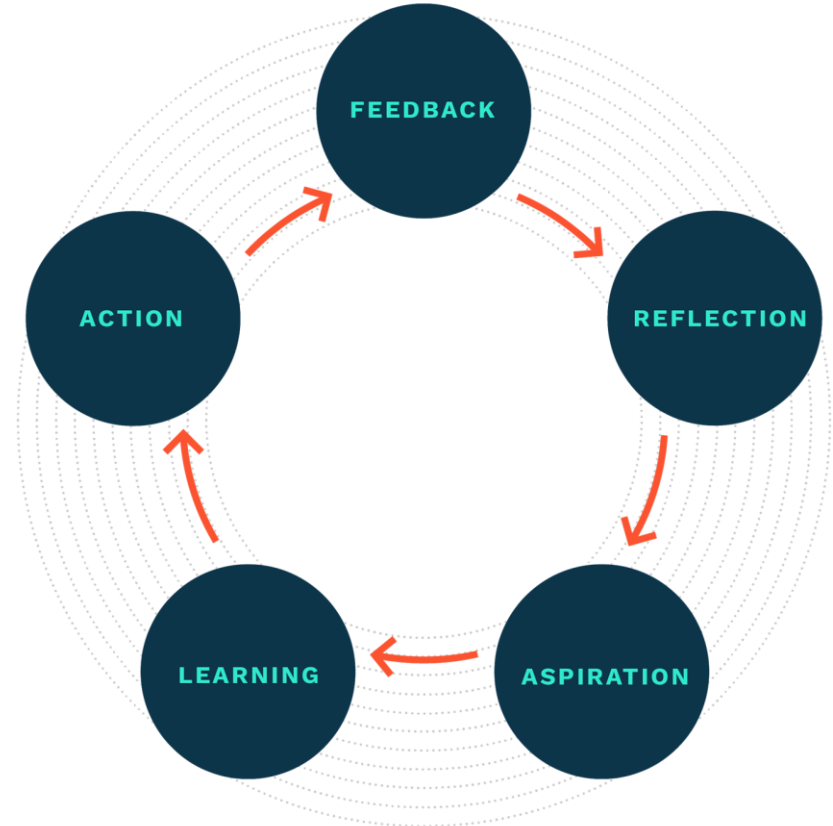


# By building cultures that nurture developmental habits

Building culture



Developmental habits



# "What is one developmental activity that you wish more people in your organization were doing regularly?"

27%

## Learning



"Continuous learning"

"Building learning as a habit"

"Curiosity learning, not just required learning"

21%

## Developmental Planning



"Having regular development conversations"

"Thinking about how to improve their current skills"

"Writing long-term career plans"

17%

## Coaching & Mentoring



"In-the-moment coaching"

"One-on-one mentoring"

"Sharing knowledge"

14%

## Building Culture



"Developing high performance work teams"

"Assessment of an organization's needs"

"Creating a space of empowerment for all staff"

13%

## Feedback



"Giving and receiving feedback"

"Feedback to bring awareness about hidden strengths"

"Authentic feedback"

8%

## Skills & Competencies



"Emotional intelligence"

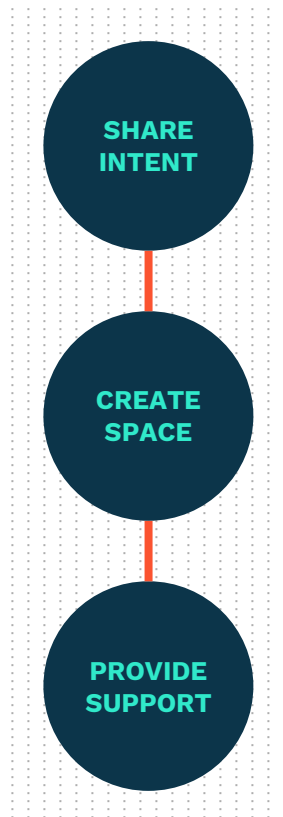
"Communication skills"

"Listening"

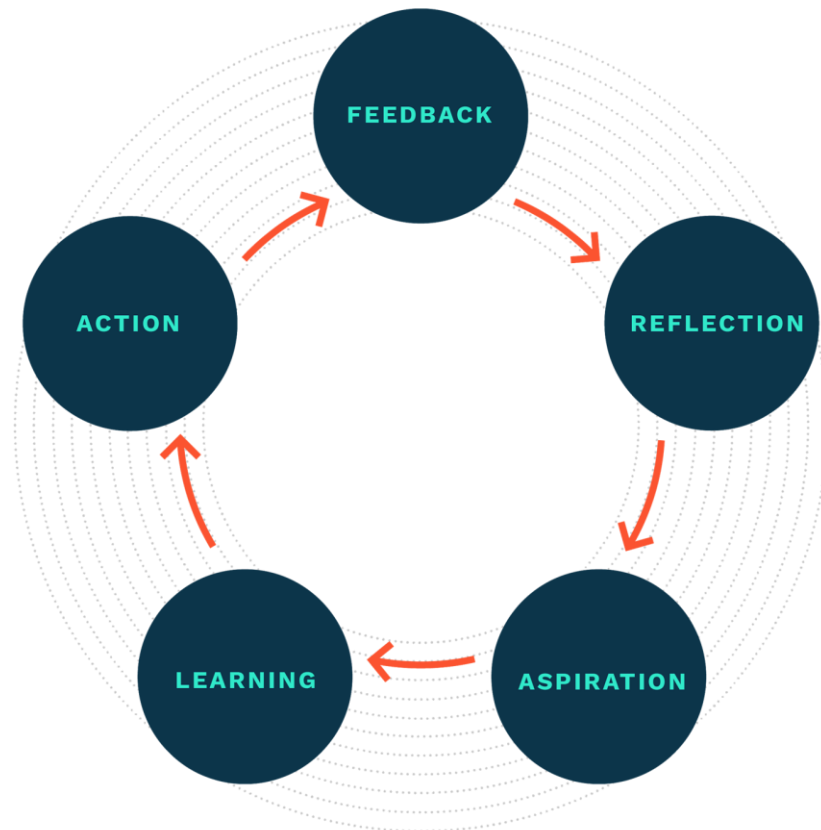
SOURCE: SURVEY OF TODAY'S PARTICIPANTS



## Building culture

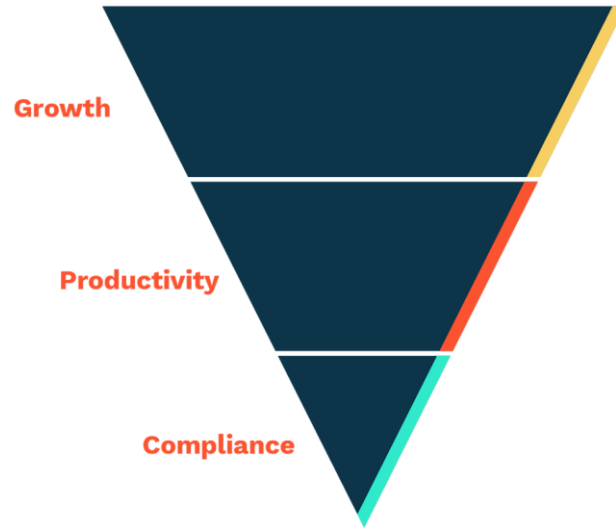


## Developmental habits





Maximize organizational growth



# THANK YOU



# QUESTIONS?

