
Involve to Engage

— Inviting Employees to Participate in —
Creating Their Own Experience

What does it mean to be involved?

How does it feel to be involved?



Included



Valued



Trusted

How does it feel to be involved?

Belonging



11,000+

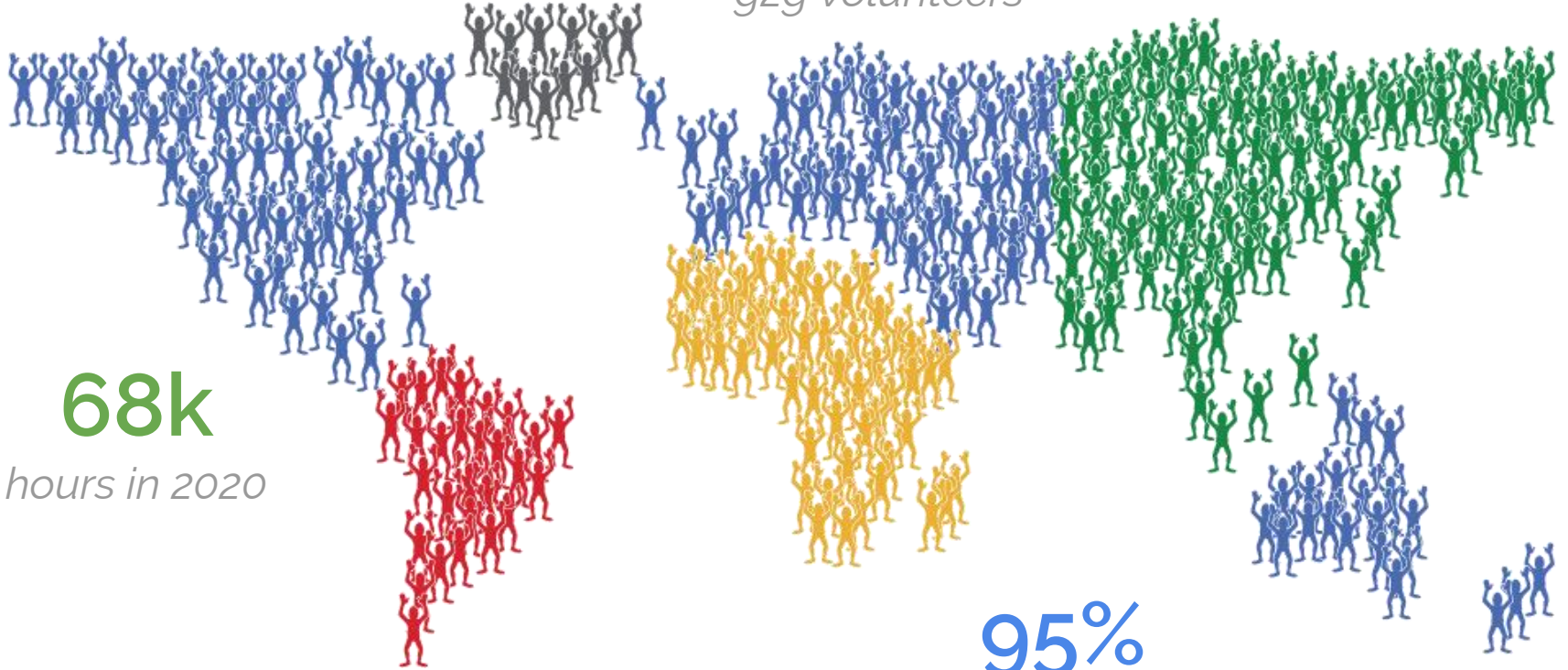
g2g volunteers

68k

hours in 2020

95%

average favorability



TRUST *first*

Benefits of trust



Engagement



Innovation



Quality

Participatory Governance



Benefits of Participatory Governance

Ideas come from everywhere, not just the top

Accountability and ownership increase

The biggest problems are the ones that get solved

Solutions stay fresh and relevant to what's happening now

Co-creation becomes the norm across the organization

How to Activate Participatory Governance



**Establish a
safe
environment**



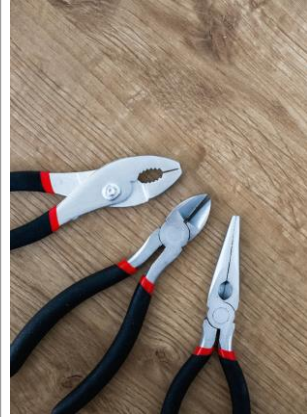
**Adopt an
experimental
mindset**



**Prioritize
progress over
perfection**



**Discover what
works**



**Fix what's
broken; faster**

A photograph of a construction site at night. In the foreground, a metal barrier with red and white diagonal stripes is topped with several glowing orange traffic lights. In the background, a yellow excavator is visible, and the scene is illuminated by various lights, creating a hazy, atmospheric effect. The text "Overcoming Roadblocks" is overlaid in white, centered on the image.

Overcoming Roadblocks

(877) 9

Top 3 roadblocks

Control

Obsessive Control

Blind Control

Is it safe-to-try?

Will this experiment cause *actual* harm?

Will the harm be immediate?

Will the harm be irreparable?

What's the worst thing that will happen?

What's safe-to-try for you?

**Comp
Transparency**

**Self
Management**

**Nurturing
Performance**

**Work From
Anywhere**

**Malleable
Roles**

Thank you :-)