

# An Inside-Out approach to Employee Experience:

Creating the right environment for your team to thrive.

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Uber

@futurexavi





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Workload  
Trust & collaboration  
Engagement  
Documentation  
Governance & decisions

+

Team capabilities  
Global presence  
Leadership support  
Technology and systems

From

Reactive  
Trouble  
Shooters



To

Strategic  
Consulting  
Partners





Drive

Your

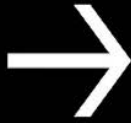
Growth







# Inside



Our team  
practices  
first

# Out

How we  
interact with  
others

Inside  
Our team  
practices  
first



## Development Practices

Goal Setting  
Personal Dev Plans  
Coaching  
Feedback

## Team Charter

Vision  
Core Values  
Operating Model



## Team Charter

Vision

**Core Values**

Operating Model



# Inside

Team History  
Expertise  
Environment  
Org Design  
Service Offering



Team  
Charter

Vision  
Core Values  
**Operating Model**





Out  
How we  
interact  
with others



Out

# Mission Control

Planning

Roadmap

Governance

Reporting

# Innovation

Employee Journey

User Centric Design

# Out

# Mission Control

## Planning

## Roadmap

## Governance

## Reporting



50 ideation sessions



Scenario Planning with  
Managers

Leadership Summit



All team vote on Slack

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Purpose

Vision

Strategic Pillars

# Out

# Mission Control

Planning  
Roadmap  
Governance  
Reporting

[Current projects](#) | [It all started with you](#) | [The people behind our projects](#) | [Our Project Committee](#) | [Our Service Offering](#)

## H1 2021 TA Portfolio

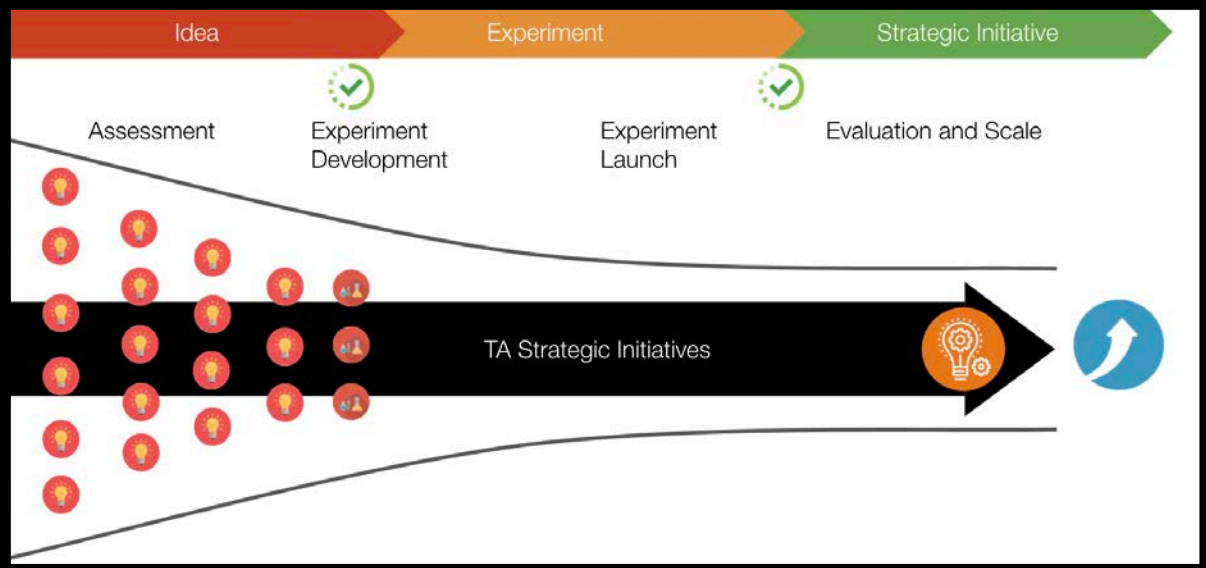
[View all details on Asana](#)



Out

# Mission Control

Planning  
Roadmap  
**Governance**  
Reporting



# Out

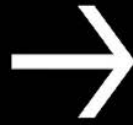
## Mission Control

Planning

Roadmap

**Governance**

Reporting



Pilot 1



Pilot 2



Pilot 3



Pilot 4



Pilot 5



Pilot 6



Global Roll Out



# Out

# Mission Control

Planning

Roadmap

Governance

Reporting

Uber Careers

Job search

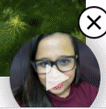


## University Student Careers

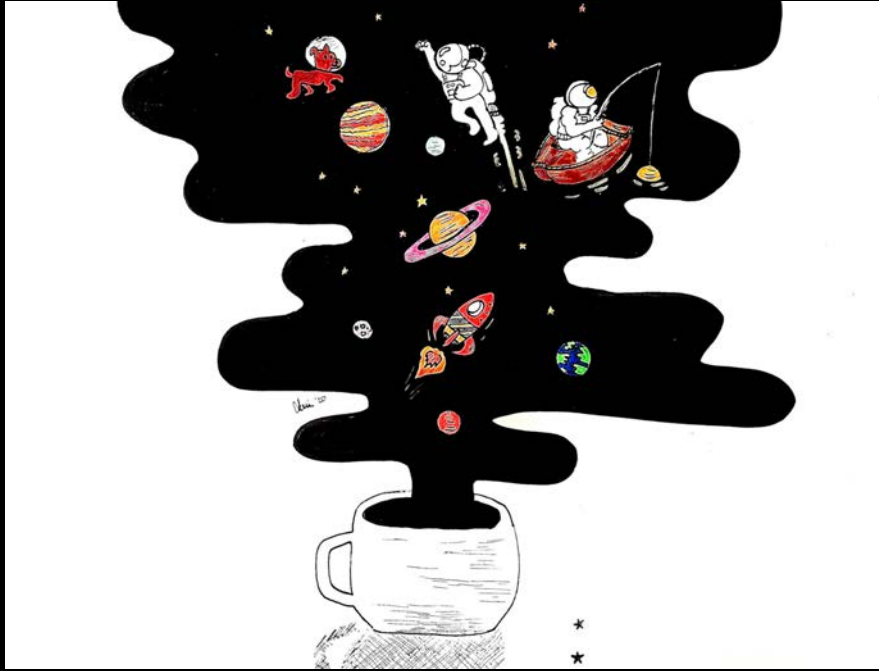
We believe that by solving some of the biggest problems of our time, we can help create a future where there is limitless freedom of movement for people and things all across the world. It's a bright future that we can create together. Uber is the perfect place to start and grow your career—no matter where you are or what your experience is.



Tell us about your recruiting process.



# Out



## Innovation

## Employee Journey

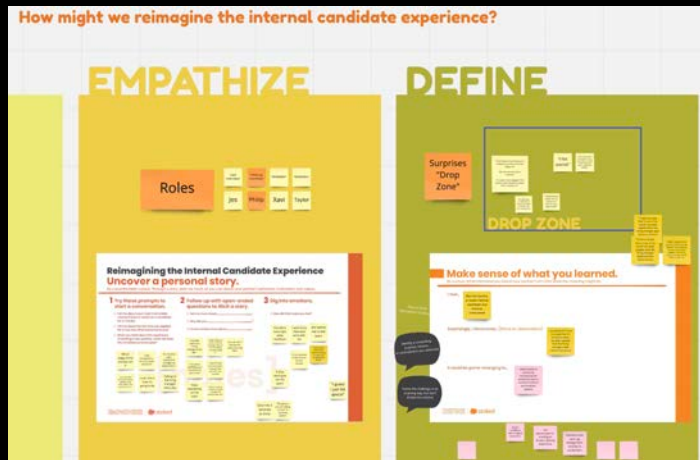
## User Centric Design

# Out

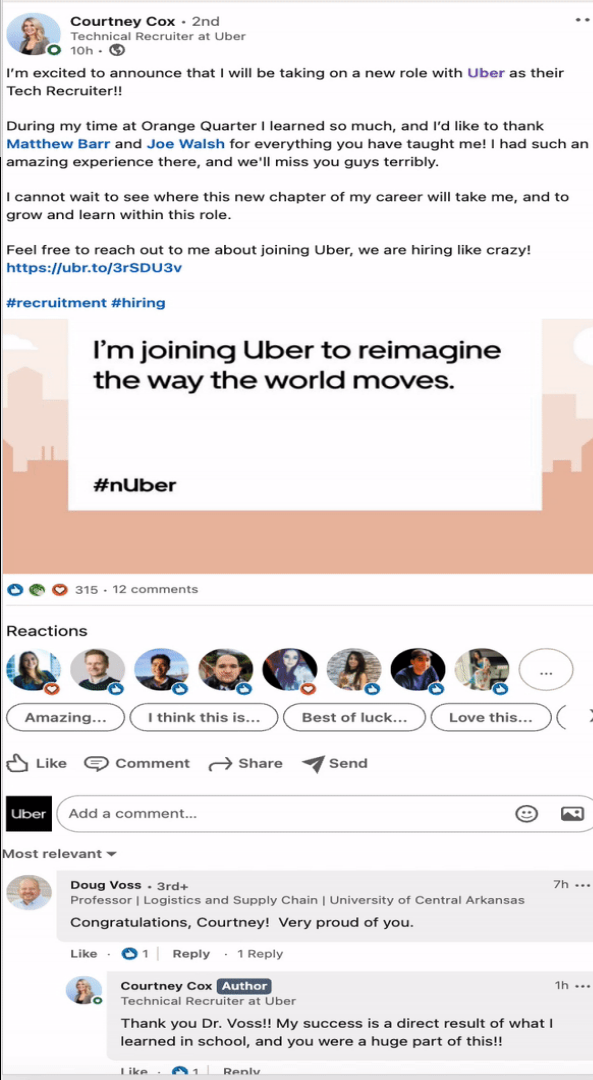
## Innovation

## Employee Journey

## User Centric Design







# Out

# Innovation

# Employee Journey


# User Centric Design

# Inside



# Out

## Development Practices

A black and white illustration of a wizard wearing a wide-brimmed hat and a robe, with stars in the background. The text is overlaid on this illustration.


Goal Setting  
Personal Dev Plans  
Coaching  
Feedback

## Mission Control

A black and white illustration of a dragon with large wings, perched on a branch. The text is overlaid on this illustration.

Planning  
Roadmap  
Governance  
Reporting

## Team Charter

A black and white illustration of two explorers in a desert, one holding a map and the other a staff. The text is overlaid on this illustration.

Mission  
Core Values  
Operating Model

## Innovation

A black and white illustration of a space scene with planets, a rocket, and astronauts. The text is overlaid on this illustration.

Employee Journey  
User Centric Design



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