



Embedding Employee Recognition, Motivation & Belonging

2022 VIRTUAL CONFERENCE

*Community is the Foundation
for Success*

JUNE 22

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Building Community:

How Leaders Can Leverage DEI to
Unlock Motivation and Belonging



Miguel Joey Avilés
Chief Belonging Officer
MJA & CO



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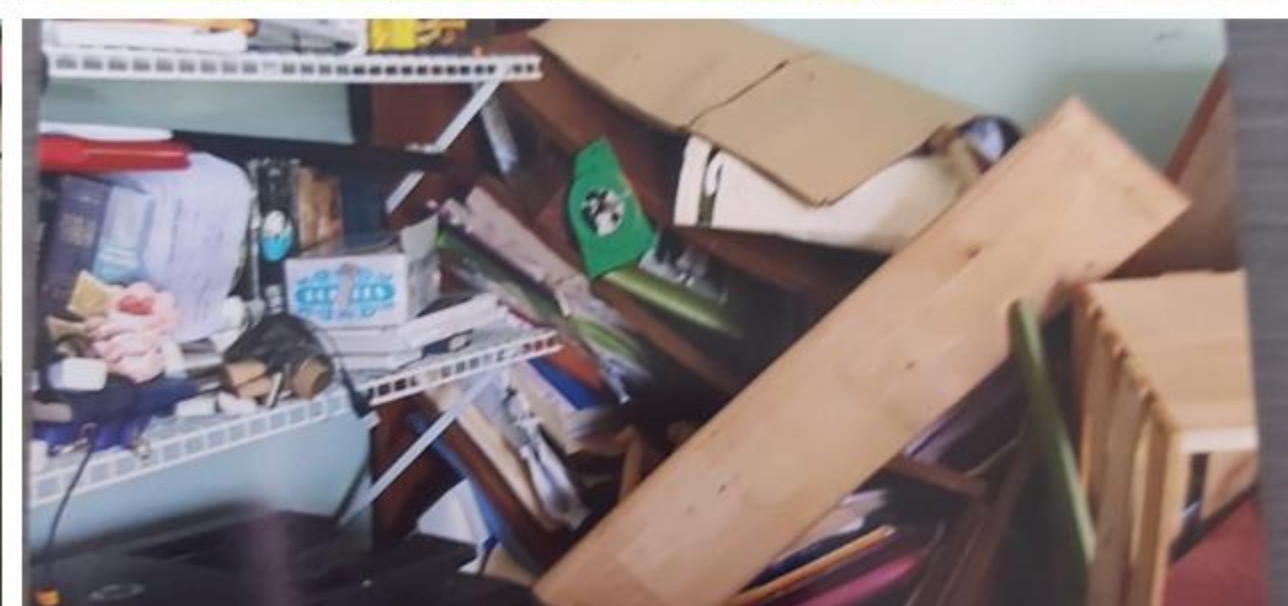
JUNE 22

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BREAKING NEWS

**"THE ISLAND IS
DESTROYED"**

abc WORLD NEWS TONIGHT | DAVID MUIR



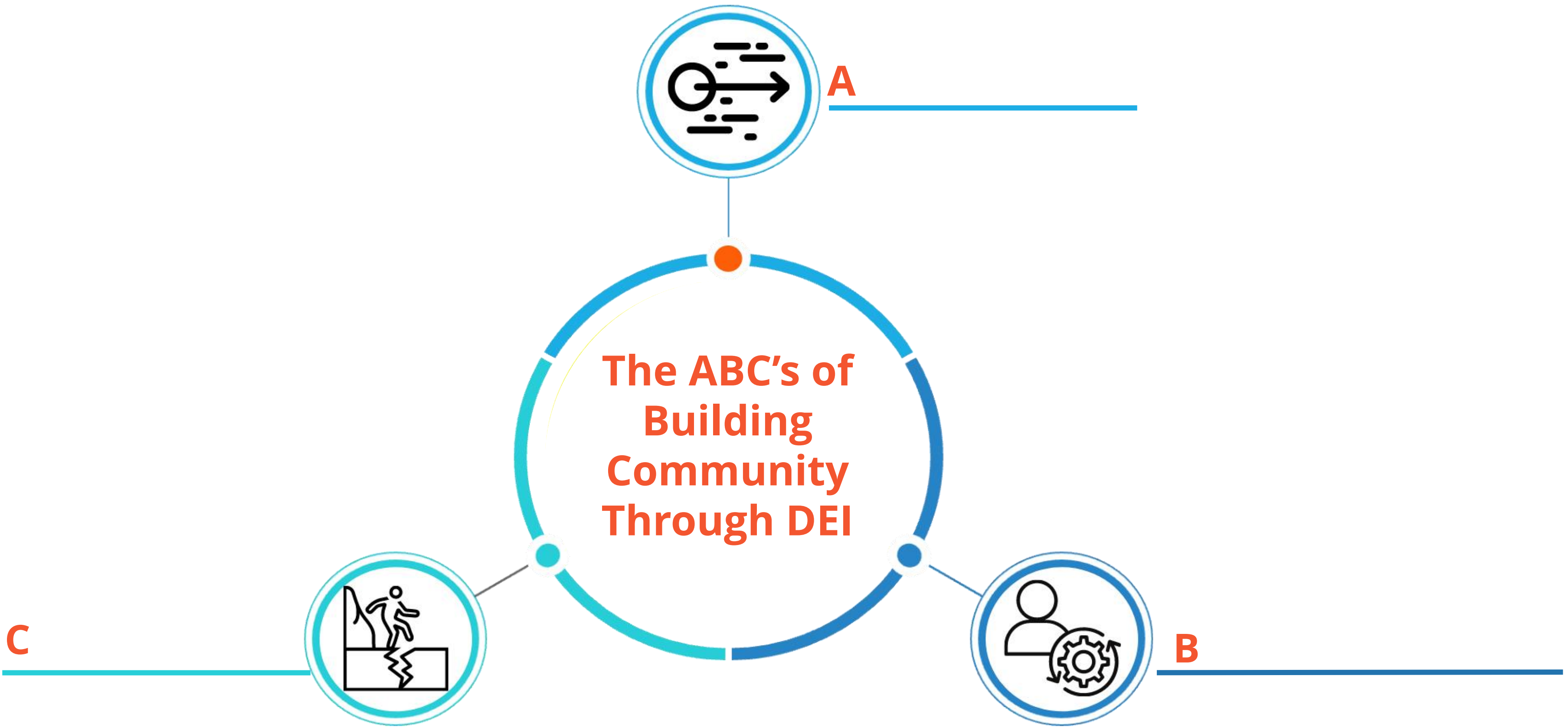
**AS LONG AS WE ARE ALIVE:
LET'S MAKE IT COUNT**



In times of uncertainty

THE POWER OF COMMUNITY

is the new currency







Share Your LIVED Experiences

1

Relevant to barriers, and challenges, can you share a story when you felt most proud of yourself on the work that you do?

2

What has been the most meaningful lesson you have acquired as a Leader?

3

Knowing what you know now, is there anything you would have done differently?



Behavior Transformation



Top Predictors of Attrition During the Great Resignation

The authors analyzed the impact of more than 170 cultural topics on employee attrition in Culture 500 companies from April through September 2021. These five topics were the leading predictors of attrition. Each bar indicates the level of importance of each topic for attrition relative to employee compensation. A toxic culture is 10.4 times more likely to contribute to attrition than compensation.

← Importance relative to compensation →

Toxic corporate culture



Job insecurity and reorganization



High levels of innovation



Failure to recognize employee performance



Poor response to COVID-19



MIT Sloan Management Review


Toxic Culture Is Driving the Great Resignation



TOXIC WORKPLACES COST

**\$23.8
BILLION**

in the form of absenteeism,
health care costs,
lost productivity, and more.



UNC Keenan-Flagler Business School

The Washington Post

#IQuitMyJob

These 5 TikTokers wanted more from work. So they quit — in a very public way.



By Jacob Bogage

Dec. 27, 2021

The Washington Post

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TOXIC

1

WORKPLACE TENSION



2

LOW MORALE

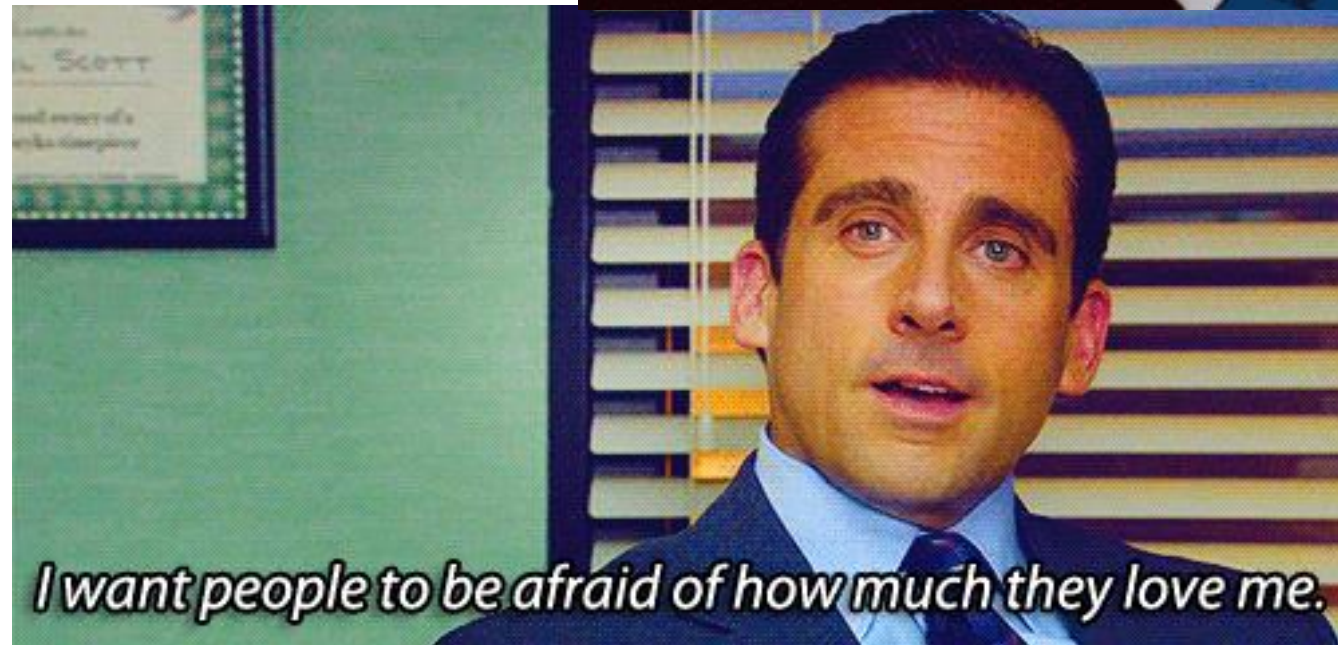


3

LACK OF RECOGNITION

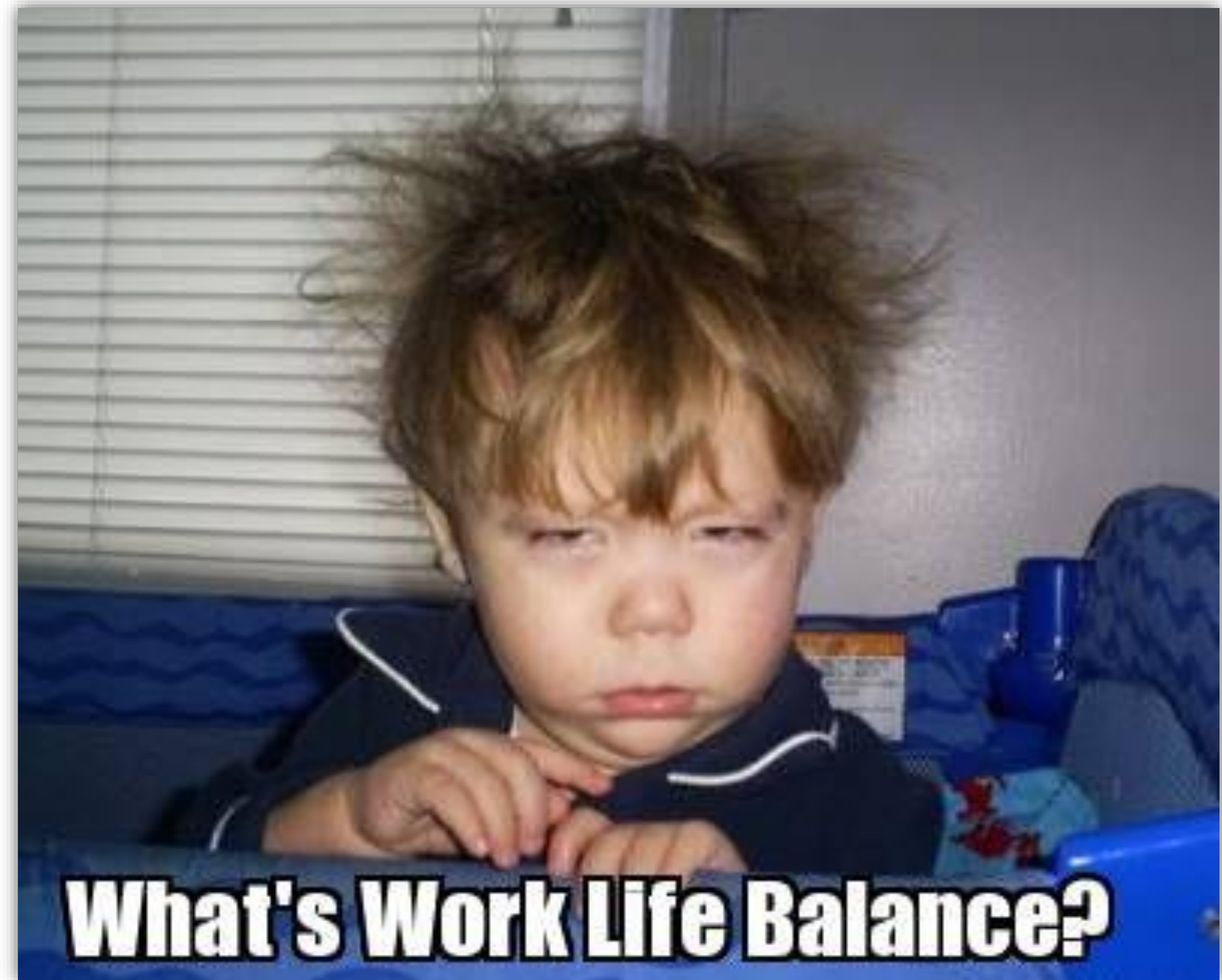


4 TOXIC LEADERSHIP



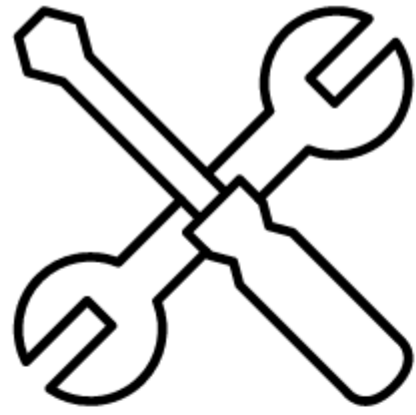
5

LACK OF WORK/LIFE BALANCE




What Can You Do





Tools & Resources

AM I A TOXIC LEADER?

 **Toxic Leaders, Toxic Workplaces Checklist**

Directions: Check the box if the toxic workplace statement applies to your organization.

Workplace Tension

- There is a sense of flight or fight mode (intimidating atmosphere)
- Team members often gang up on each other (i.e. backstabbing, gossip, unwelcomed remarks, insubordination, etc.)
- There is a perception rules apply differently among team members

Morale

- Team members don't do what they say they will do
- There is a lack of ownership
- Resistance to change
- There is a focus on what's going wrong, lack of positive reinforcement

Recognition

- Leaders or team members take credit for the work of others
- There is a lack of recognition, praise and rewards for a job well done

Toxic Leadership

- Lack of focus, discipline, clear expectations, structure and guidance
- Perception of bullying, harassment, intimidation, and discrimination have been voiced by team members
- The leader is not engaged, lacks competence, and there is an absence of respect across the organization
- Performance expectations are not clearly communicated, priorities are unclear, and goals are often unmet due to unrealistic performance measures
- Behaviors of grandiosity, unchecked ego, and a know-it-all approach to work are prevalent in the organization
- Hyper criticism is common in the workplace
- There are episodes of anger, unpredictable behavior, and public shaming in the workplace

Work/Life Balance

- Team members lose vacation time, availability at all times is expected and workweeks of more than 40 hours are the norm
- Team members do not have enough time to invest in learning & development (coaching, mentoring, personal development, etc.)

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Checklist



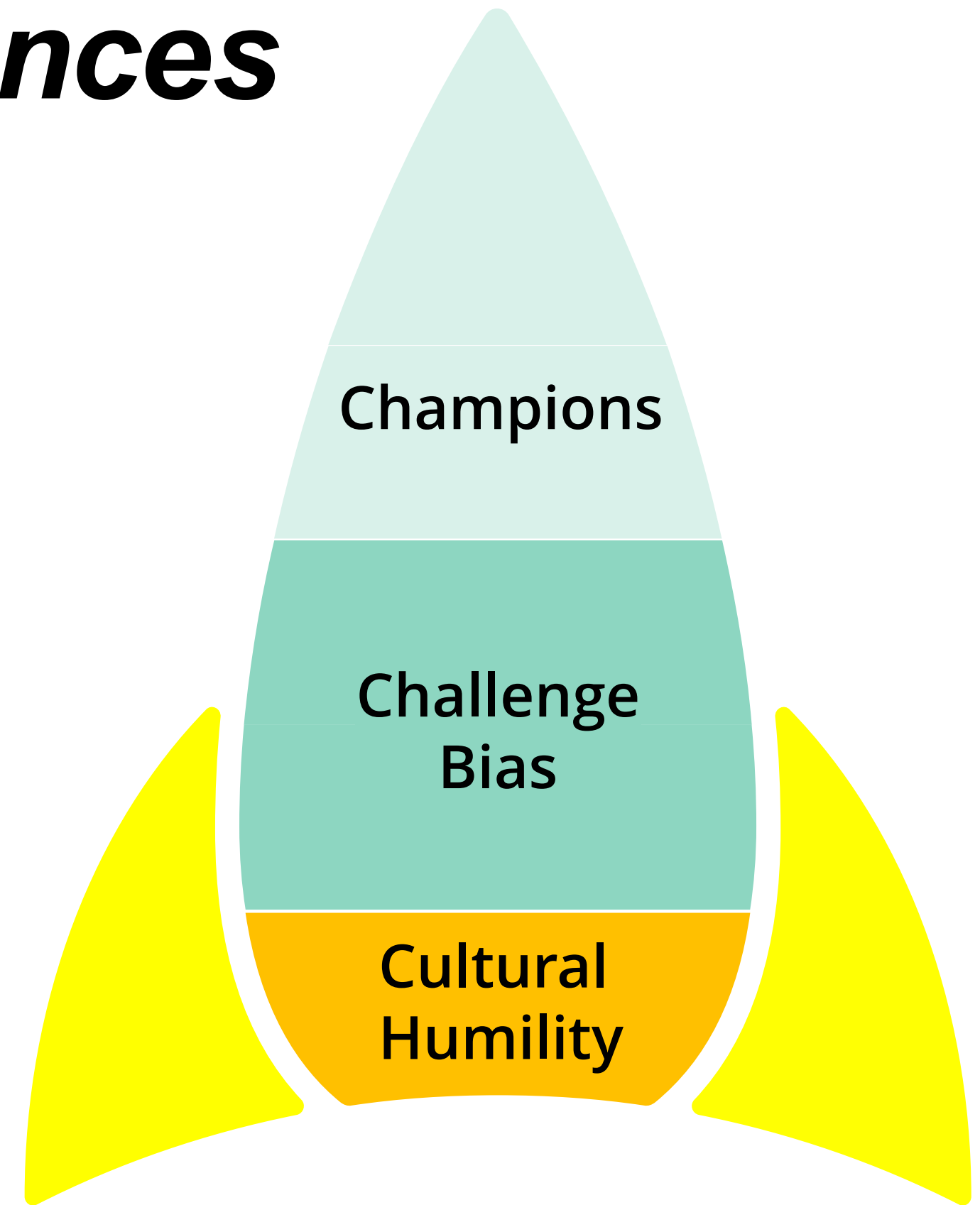
Addressing Power Imbalances

Two Janitors, Two Different Careers



Marta Ramos, Janitor
@ Apple

Gail Evans,
Former Janitor @
Kodak



3 Steps to
Show Courage
When Building
Community

**Build
Bridges of
Understanding**



**Demonstrate
Authenticity**



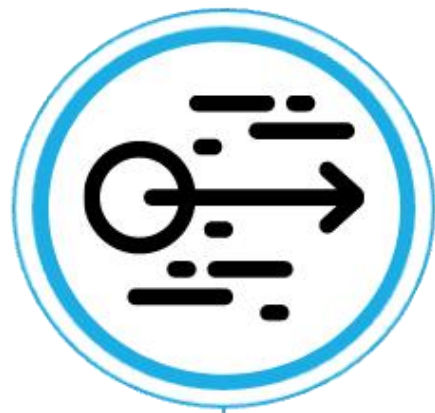
**Embrace DEI
Healthy
Conflict**

- Be open about your organization's culture
- Schedule meetings with the heads of ERGs to discuss their employee experience
- Seek feedback, dissenting opinions and overall input from applicants/new hires
- Ask: How could have we make you feel more included during the hiring process?

- Be aware of the message you are sending through your body language
- Be prepared to authentically discuss your "diversity story"
- Share past failures and lessons learned openly
- Ask: How can we make you feel welcomed to express your true self at work?

- Seek understanding from underrepresented perspectives
- Embrace the truth of who you are talking to
- Don't allow behaviors like interruptions, personal attacks, or placing blame
- Ask: What challenges have you overcome to get to this point?
- Ask: How can I ensure you feel respected and heard?

Empowerment Takes Courage...



**AWARENESS
ACCELERATION**



**The ABC's of
Building
Community
Through DEI**

**COURAGEOUS
ACTION**



**BEHAVIOR
TRANSFORMATION**

LOVE BIAS

MIGUEL JOEY AVILÉS



**JUMPSTART YOUR DEI STRATEGY
WITH ME** KEYNOTES | CONSULTING | COACHING



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**We are
Alive!**

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