

Webinar

# Building a Strong People Success Strategy

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# Welcome!

- Thank you for joining us!
- We'd love to answer your questions! Please submit your questions on the Q&A tab.
- If you would like to see a demo of Lattice press the "Request a Demo" button on the top right of your screen
- There are some great articles and ebooks in the "Docs" tab.
- This session is being recorded and you'll receive the recording via email after the event.



# Agenda

- 01 Welcome and Intros
- 02 Introduction to People Success Pillars
- 03 Lattice People Success Principles in your People Strategy
- 04 Key Takeaways
- 05 Q&A



# Introductions

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**Annette Cardwell**

Sr. Director of Content and  
Community, Lattice



**Dave Carhart**

VP of Strategic Advisory, Lattice  
Advisory Services



**Amanda Myton**

Talent Management Practice Lead,  
Lattice Advisory Services



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Building a Strong People Success Strategy

# What is a People Success Strategy?



# What is People Success?

People success happens when organizations align, engage, and motivate employees to do their best work.



# The People Success Pillars

## Purpose

Employees want to do work that's meaningful.

Be part of a company driven by a meaningful mission.

Understand well their role in that mission.

## Trust

Employees want leaders to be transparent in communicating about the business and its future.

Have leaders engage in a dialogue about their needs and make changes in response.

## Community

Employees want to be part of a community that's respectful, supportive, and inclusive.

Deliver flexibility in how and where they work, but still feel connected to those they work with.

## Growth

Employees want to work for leaders who actively invest as much in their long-term development as they do in their short-term productivity.



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Building a Strong People Success Strategy

# Principles to Enable People Success





# 1. Create clarity in a time of uncertainty

Continuous feedback is the key to great performance.

Alignment distills purpose and creates clarity.

Listening must be coupled with action.



## 2. Keep key People Programs from being siloed

Performance and engagement are deeply connected.

Equity is non-negotiable.

Growth shouldn't feel ambiguous.



### 3. Ensure you're driving success from the top down as well as bottom up

People success starts with managers.

People success also starts with leadership.



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Building a Strong People Success Strategy

# Key Takeaways



# How these relate to your strategy

01

## Create clarity in a time of uncertainty

Continuous feedback is the key to great performance.

Alignment distills purpose and creates clarity.

Listening must be coupled with action.

02

## Keep key People Programs from being siloed

Performance and engagement are deeply connected.

Equity is non-negotiable.

Growth shouldn't feel ambiguous.

03

## Drive success from top down as well as bottom up

People success starts with managers.

People success also starts with leadership.



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Building a Strong People Success Strategy

# Q&A



# Thank you!

