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How Workplace Culture Drives Your Mission



Culture gets lost, fast

- Doing anything exceptionally is tough
 - building/managing:
 - an organization
 - teams of highly skilled professionals
 - complex systems
 - solutions that please as many as possible
 - manager/colleague expectations
 - communications
- We forget it's not *what* we do, but *why* we are doing it
- Culture is the framework/context of the *why*



the Five Elements

- Team
- Purpose
- Blend
- Personality
- Smile



TPBPS spells nothing (but still fun!)

Team

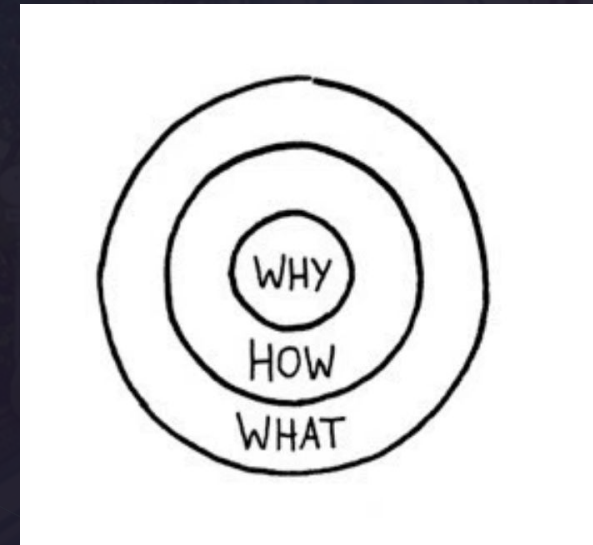
- Common mission & core value alignment
- Empathize, empower, grow (people)
 - Provide learning opportunities
- Growth together = synergistic outcomes
 - Individual growth overlapped w/mission
- Book: *Good to Great* - Jim Collins



"Coming together is a beginning; keeping together is progress; working together is success." - Henry Ford

Purpose

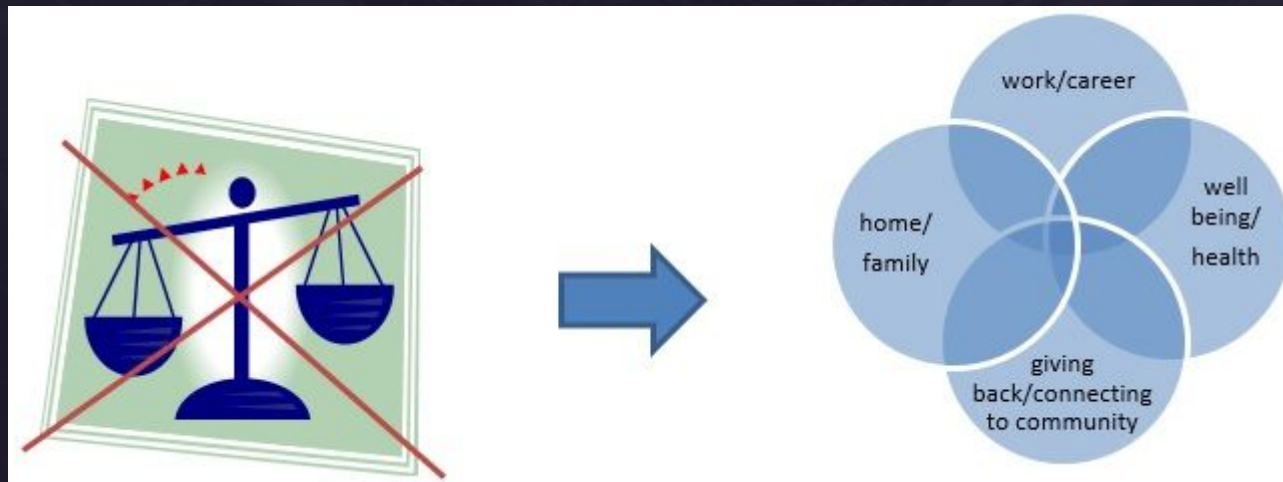
- Reflected in:
 - product/program/initiative
 - communication
 - Team, Clients, Residents, etc.
 - core values
- Striving towards something bigger
 - (I know you are, we all are)
- What's in your heart?
- Books:
 - *We First* - Simon Mainwaring
 - *Start With Why* - Simon Sinek



“He who has a why to live for can bear almost any how.”
— Friedrich Nietzsche

Blend

- Work/life integration
 - work/career
 - home/family
 - giving back/connecting to community
 - well being/health
- Hard lines in the sand = Unnecessary + Counterproductive
- Fun & Productive & “Intentional Time (e.g. family)”
- University of California, Berkeley - *All Star!*



Personality

- Unique personalities & passions? - ***Bring it!***
- “Team/Org Personality” - ***Leverage it!***
- We all want to express ourselves - ***Be you!***
- Spawns creative, charitable, playful, & passionate ways of being
- Personal passions overlapping org needs = **synergy!**



“Settle on the type of person you want to be and stick to it, whether alone or in company.”

- Marcus Aurelius

Smile

- Promote more smiles
 - reflected emotionally and physically
 - Creates Optimism, and “Can Do” Attitude
 - It’s **contagious** (the good kind)!
- These are YOUR Amigos
- Work shouldn’t feel like work
- Book: *Delivering Happiness* - Tony Hsieh, CEO, Zappos



“People rarely succeed unless they have fun in what they are doing.”
-Dale Carnegie

Getting deep

What can you do today to put a dash of **TPBPS** in your day?

- **T**eam - *Run a mutual errand with the intention of talking shop?*
- **P**urpose - *Align your career with the goal of helping people?*
- **B**lend - *Listen to an educational audiobook while exercising?*
- **P**ersonality - *Hang up your art in the office?*
- **S**mile - *Make a colleague feel good once a day with a compliment?*



***“People will forget what you said,
people will forget what you did, but
people will never forget how you made
them feel.”***

**- Maya
Angelou**

THANK YOU!

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