

Group Exercise

Individual Thinking

Thinking about the personal reflections, use the next 5 mins, to come up with a few words to describe your team's current culture. It can be a mixture of your company culture and team-level microculture, whatever is demonstrated day to day. This shouldn't be aspirational.

- Some examples from Netflix's culture memo: Context not control, freedom & responsibility, dream team, transparency at all levels, candid feedback.

It's important you take notes here, as we'll be sharing the answers you write in the round-robin right after.

Round Robin

Once this 5 mins is over, go around your group - and for the next 15 mins, each person to share:

- What you've written
- What are some intended and unintended consequences of the culture you have?
- The one thing you will put into practice to improve upon an aspect of your current culture. Be specific, no platitudes!

Please make sure each person in the group gets at least one minute of uninterrupted talking time.

Group Discussion

When that 15 mins is up, start on your 30 minute group discussion. Here are a couple of options, as your group might have people who work more closely together than others:

- If you work on the same team, did you have the same views on what constitutes your current culture? Can you work together to align? If you work for an early stage company, is your culture still forming? What does it aspire to be?
- If you work in different teams from each other, what are the common aspects of your cultures? Where do they differ? What aspects of another group member's culture would work well for your own teams and why?