

VIDEO | DEC 2018

Coaching Culture from the Top



Jannice Koors

SENIOR MANAGING DIRECTOR



Melissa Means

MANAGING DIRECTOR



Aalap Shah

MANAGING DIRECTOR

Transcript

Aalap: There is very little coaching of the culture. You coach how to get results all the time, what things make work more efficient, have a more value added products. That happens on a constant basis from top to the bottom of the organization, but very little time is spent on coaching culture. It's almost assumed that individuals lower down in the organization already have alignment to the vision, the value, the mission of the organization. Spending more time on actually figuring out where those gaps are would be very beneficial.

Melissa: I was just going to say, this kind of just one more thought on that one. This kind of goes to the implicit nature versus the explicit nature of things. When we develop a mission, a vision, a purpose of the culture of the organization, we're very explicit of how and what we want to do and how we're going to go about doing it. Then, years pass, people come and they go and sometimes to your point, we're very specific about the business strategy, how it works, what we're expected to do over the next six months, 12 months, 36 months, and how we're performing, but we forget how we're supposed to go about doing what we're supposed to do. Does it come back to say as senior leaders and even as board members because tone at the top starts there as well, is that we need to remind and be more explicit about what it is we're trying to do and how we're going to go about doing it.

I'll give you an example. This was a few months ago, but diversity in the technology industry is a little challenged-

Aalap: I was going to say, such as it is. A little.

Melissa: As it relates to the board room or in the organization itself. The sales force CEO came out and said, "That's not acceptable," on a main stage he came out and said, "That's not acceptable and as an organization we're going to make this a priority. If there are people within the organization who don't buy into that, then there's probably another place for you to go." That, to me, was a very explicit way of saying, "A part of our culture, we're going to make an importance around diversity. We're going to engrain it as a part of our culture. I, the senior leader of the organization, am going to stand up here and tell everybody that. If you don't like it, there are other places for you to go." That was a very explicit message.

You still have to start with a direction and that was a very clear direction.

Jan: One of the commissioners that I was speaking to about your comment, Melissa, around this implicit/explicit was a comment that sometimes we think it's enough to say our employee population and that kind of culture at the core, "Do the right thing." We assume that everybody knows what the right thing is or everybody agrees about what the right thing is. Sometimes it's not enough to just say, "Do the right thing." Sometimes you have to tell people what you mean when you say that.

About the Authors

Jan Koors is a senior managing director with Pearl Meyer and head of consulting services. In this role, Jan is focused on leveraging the firm's consulting capabilities and enhancing relationships with our national marketing partners. She is a member of the leadership team which guides the firm's strategy.

Melissa Means is a managing director at Pearl Meyer with over 20 years of experience. Melissa's areas of expertise include executive and non-employee director compensation, designing, implementing, and communicating total compensation strategies, pay for performance alignment, and short- and long-term incentive compensation programs. She works closely with boards and management teams in addressing issues including governance practices, executive transitions, succession planning, and aligning pay with business strategies. Melissa specializes in working with firms ranging in size from small, private and pre-IPO organizations to large multi-national companies across many different industries including materials/industrials, consumer, healthcare, information technology, and biotechnology. In being in the boardroom most days with different clients, Melissa also helps provide context to boards on group behavioral interactions among the board and with management.

Aalap Shah is a managing director at Pearl Meyer. With more than 20 years of experience, Aalap advises public and privately held companies on executive compensation issues, with focus on pay governance, pay-for-performance alignment, and incentive plan design. Of particular interest is the intersection between business strategy, people strategy, and compensation strategy, believing alignment of all three is required to design effective programs.

About Pearl Meyer

Pearl Meyer is the leading advisor to boards and senior management helping organizations build, develop, and reward great leadership teams that drive long-term success. Our strategy-driven

compensation and leadership consulting services act as powerful catalysts for value creation and competitive advantage by addressing the critical links between people and outcomes. Our clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private organizations to the Fortune 500.