Date of Session: February 18, 2019
*Title of Session***:** Internal Impact: Creating a More Inclusive Work Environment for Our Employees
Session Description: *Sarah Sterling, who has years of experience working on internal impact measurement and policy development, will be leading this breakout session guiding small working groups. We will be reflecting on our professional experiences and using short case study profiles of companies, to help each group craft their own version of the "ideal company culture/ working environment," detailing specific policies and work culture, which participants can then use to take back to their own companies and ignite new conversations around internal impact.*

Speakers:
- Sarah Sterling, conveners.org

Defining Terms:
- Internal policy
- Onboarding Manual

Session Objectives:
The objective of this session is to lead the group in reflecting on our professional experiences to help each group craft their own version of the "ideal company culture/working environment"

Session Overview:

1. **Break into small groups based on case study company**
   Sarah presented the companies to the group from various sectors like energy, agriculture, and health.
2. **Small group discussion** (30 mins)
   Instructions for the group discussions: Think back to past professional experiences and about companies where you held a job you really disliked - Write on the large pieces of paper the specific aspects of that job with a lens on the internal side of things (What was the work culture like? What was the communication like internally? Were there any specific policies that you noted that seemed unfair or biased (gender focus)? What made this place feel like a negative place in which to work?) (15 mins)

   Next, the groups are instructed to think back to some of their past professional experiences and about companies where they had a job they really loved/enjoyed - Write on the large pieces of paper the specific aspects of that job with a lens on the internal side of things (What was the work culture like? What was the communication like internally? Were there any specific policies that you noted that made you feel supported/appreciated (gender focus)? What made this place feel like a positive place in which to work?) (15 mins)

3. **Creating the ideal internal work culture** (30 mins)

Once the groups have a list of the positive and negative aspects - the groups will use the profiles of their "case study" companies (these will be no longer than one page) and they will create a profile of the internal culture / policies that will govern their company - thinking specifically about creating an internal company culture where they themselves would love to work. The general question at the end of all this is how has this activity affected how you will go back to your own company with ideas/suggestions/changes? How will each group use this information to inform the companies where they currently work?

4. **Present to the Group Internal Company Culture** (20 mins)
   Each group will present their company culture to the entire group as well as reflect on the above question about how they will take what they have learned in this space from their peers back to the companies/organizations where they currently work?

Lead Discussants' Remarks:

From the Group discussion:
Bad working environment:
- Masculinity
- Male dominated
- Workaholic
- Too much structure no room for innovation or being creative
- Bad management
- unbalanced workload
- lack of recognition
- lack of transparency

Good Working Environment:
- Recognition
- Mission driven
- Leader not a chief
- Opportunities to learn and grow
- Couches in additional to managers
- 360 feedback
- Opportunities to fill that gap

Key Takeaways:
1. Understanding your organization's internal impact and the effect it has on your employees is equally as important as understanding and managing your external impact.
2. Identifying the key components about positive internal impact vs. negative internal impact is key to managing a strategy.

Links/Resources mentioned or discussed during session:

If anyone is interested Sarah would share:
- Internal policy
- Onboarding Manual

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