

Power Your Tribe Culture & Talent Bonuses!

Thank you for your purchase of Power Your Tribe! We hope you'll use these resources to create a vibrant culture of passionate, committed, emotionally engaged associates.

Please read the Business Opportunity beside each of the 5 bonus files below. The resources that are grayed out are available in the complete edition of our Culture & Talent Playbook. If you have questions or would like to learn more, please contact us directly at: Ops@SmartTribesInstitute.com.

We would love to help you gain the optimal leverage available in this playbook to create the culture of your dreams.

Business Opportunity	File Name
Assess employee engagement and satisfaction via determining levels of Safety, Belonging, Mattering in your culture	SBM Index Process, SBM Index Heat Map, SBM Index Comments - Sample
Behavior change, personal improvement plans, counseling associate to turn around challenges	7 Step Feedback Frame
Culture game plan creation and contents	Create the Culture of Your Dreams
Culture: developing a company culture that embodies its mission, vision, values	Human Capital Development Framework
Culture: how to create a culture of celebrating company success fostered through a rewards program for all employees	Team Incentive Plan - Complex
Energy management	Kit 14: Managing Your Energy To Keep Your Momentum
Understanding & expressing feelings, Capture and understand emotional responses	Feelings Chart & Emotion Wheel

Business Opportunity	File Name
Operational efficiency and Standard Operating Procedures	Kit 7: Optimize Your Daily Operations
Performance Tracking	IDP Definition & Tracking – Sample
Performance Tracking	Performance Self Evaluation - Sample
Performance: Evaluation	Kit 6: Assess Your Team’s Performance
Performance: having your team use their tools to create sustainable results and overcome challenges	How To Launch Leadership Lunches
Recruiting: accountability	How To Recruit For Value Alignment and High Accountability
Recruiting: create a recruiting process that is unique to their culture	Effective Recruiting and Retention Process For Consistent Results
Recruiting: process	Kit 2: The Ultimate Recruiting
Recruiting: process	Sample Job Description – VP Talent Mgmt and Corp Admin
Team appreciation	Culture & Sharing Values Picture Examples
Values: how to model clear values	Values Examples
Values: personal and aligning individual to organization	Kit 8: What Do You Stand For – Defining Personal Values
Company-wide Learning and Development Plan template	Learning and Development Plan Template
Job description template to foster a greater sense of ownership	Impact Description Template
Interview question sample: customer	Interview Questions for CX

service representatives	Representatives - Sample
Interview question sample: Information Technology manager/director	Interview Questions for IT Manager Sample
Job description sample: Talent Management (HR leader)	Job Description – VP Talent Mgmt. & Corp. Admin. - Sample
Cross-functional dependencies: clarifying how departments contribute to one another	Bubble Slide (how departments count on each other)
Impact Description sample for administrative assistant	Impact Description for EA - Sample
Onboarding optimally: process and new hire letter to reinforce emotional good feelings	New Hire Letter Rich in SBM – Sample, See Forbes Blog: Onboarding Optimized: How To Make The New Job Honeymoon Last http://bit.ly/2tFWqBd
Recruiting: a process that has helped in recruiting sales people	Recruiting Process for Sales People - Sample
Decision making authority clarification tool	Decision Space Examples
Recruiting and cultivating rock stars: what to look for and how to do it	Want More Rockstars? (Slideshare)
Performance Motivation: how to cause intrinsic motivation	STI Performance Motivation (Infographic)