

Microbiologics HR Team

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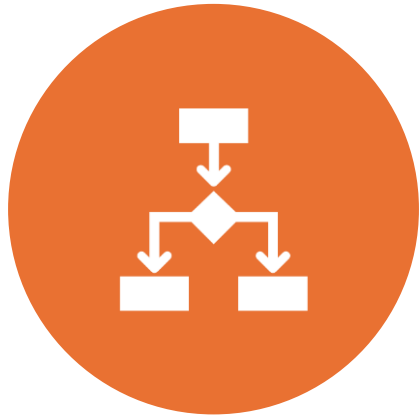
Agenda

- Fostering a positive workplace culture
- Engaging leadership practices
- Maintaining high engagement levels within a hybrid work environment

Fostering a Positive Workplace Culture

Building a Foundation for Success

Why Workplace Culture Matters



DEFINES THE VALUES,
BEHAVIORS, AND SHARED VISION
OF A COMPANY.



IMPACTS EMPLOYEE
SATISFACTION, PRODUCTIVITY,
AND RETENTION.



KEY TO ATTRACTING TOP TALENT
AND FOSTERING INNOVATION.

Positive Workplace Culture: Why It's Important

Increased Employee Engagement: Happier employees are more productive.

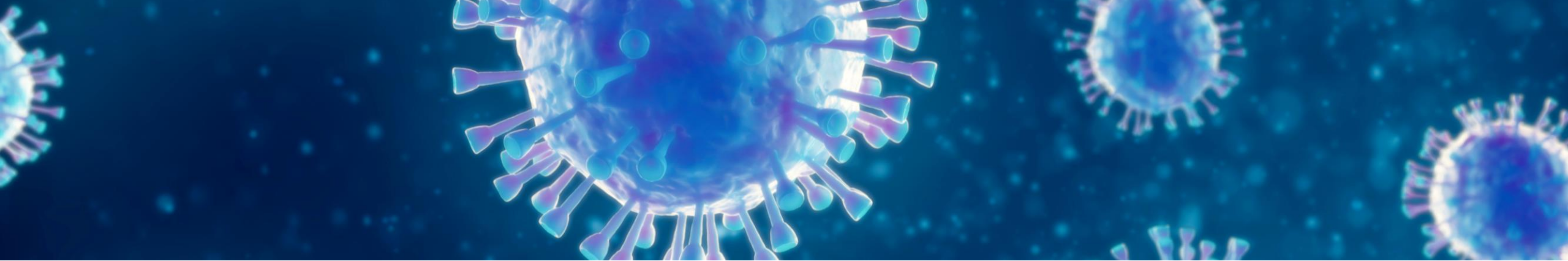
Lower Turnover Rates: Employees stay longer when they feel valued.

Improved Team Collaboration: A positive culture fosters teamwork and communication.

Enhanced Company Reputation: Companies with strong cultures attract top talent.

Key Elements of a Positive Workplace Culture

Element #1 - Clear Vision and Values: Align everyone with a common purpose.



Clear
Vision
Starts
With
Mission

OUR MISSION

Empowering life sciences
to advance a safer,
healthier world.





OUR VISION

We create confidence in science.



Our Values

Microbiologics®



We Win
Together



We are driven to
Achieve



We are **Brave**
Bold and Confident



We **Care**



We win

TOGETHER

We are One Microbiologics! By embracing a team-first mentality, focusing on shared goals, and committing to continuous improvement, we will achieve great success.

- We extend and earn trust to cultivate partnerships internally and externally.
- Our personal goals will be aligned to One Microbiologics; working for the greater good.
- We before me: We win together, we lose together.
- All-In. We are invested in the company, our mission and our customers.



We are driven to

ACHIEVE

We are ambitious, expect to make a difference in the world and each of us has an important role to play. We work together to deliver outstanding results.

- **Passion for execution.** We are a team who is dedicated and driven to 'get things done' with excellence.
- **High performance.** We have a desire to succeed and are willing to go above and beyond to benefit our teams, our customers, and our company.
- **Self-Accountability.** We make commitments and keep them. The team, the company and our customers are counting on us.



We are

BRAVE

bold and confident

We are fearless in exploring new opportunities and tackling challenges. We are confident that we can find solutions for bold discoveries and revolutionary advancements.

- We seek solutions to every challenge and view failures as opportunities to learn and grow.
- We innovate to grow: honoring past successes and acknowledging we must evolve.
- The best ideas come from diverse views. We have the courage to speak-up and share our perspective even when it is different than the majority.



We CARE

We collaborate with each other and our customers to contribute to a safer, healthier world. We embody compassion and empathy to our employees, community and customers.

- **Wellbeing:** We strive to have an inclusive work environment that supports the five pillars of wellbeing: community, financial, physical, social and purpose.
- **Listening to understand:** We respect and value other's views. Through this respect we foster an environment of open discussion for better outcomes.
- **Servant leadership:** We focus on the needs of internal and external customers in addition to our own needs.



Key Elements of a Positive Workplace Culture

Element #2 - Leadership and Management:
Leaders should model positive behaviors.

Role of Leadership



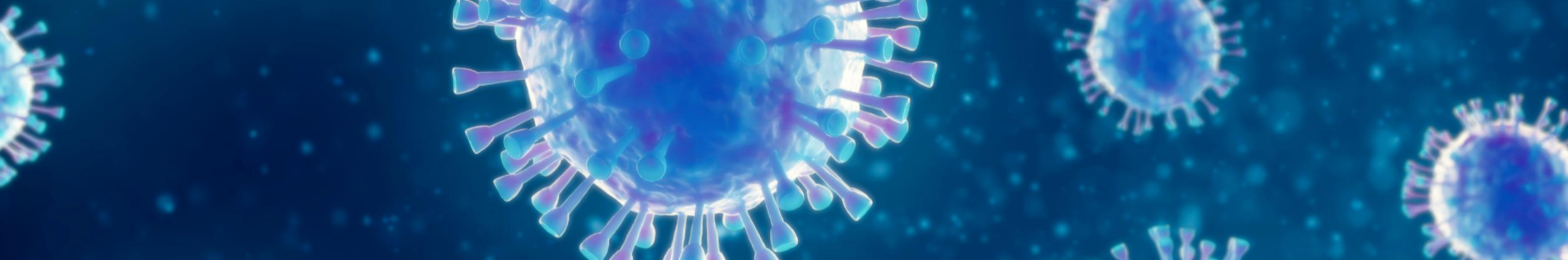
Lead by Example: Model the behaviors you want to see.



Communicate Vision Clearly: Ensure everyone understands and aligns with company values.



Empower Employees: Trust your team and give them the autonomy to succeed.



- **MicroLead: Leaders Developing Leaders & Lead Academy**
- **Servant Leadership**
- **EOS**

Key Elements of a Positive Workplace Culture

Element #3 - Employee Recognition: Regularly acknowledge and reward good work.

Recognizing and Rewarding Employees

Celebrate

Celebrate
Successes: Publicly
acknowledge
achievements.

Offer

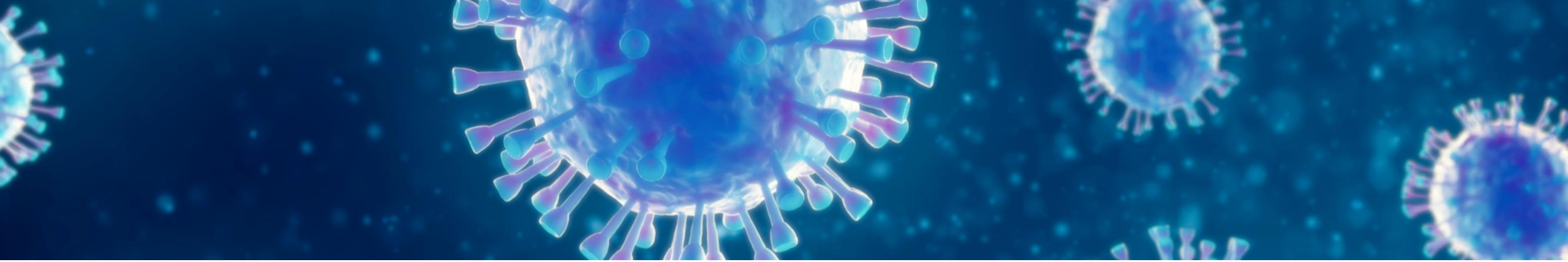
Offer Meaningful
Rewards: Align
rewards with
employees' values.

Encourage

Encourage Peer
Recognition:
Promote a culture
where colleagues
recognize each
other's efforts.

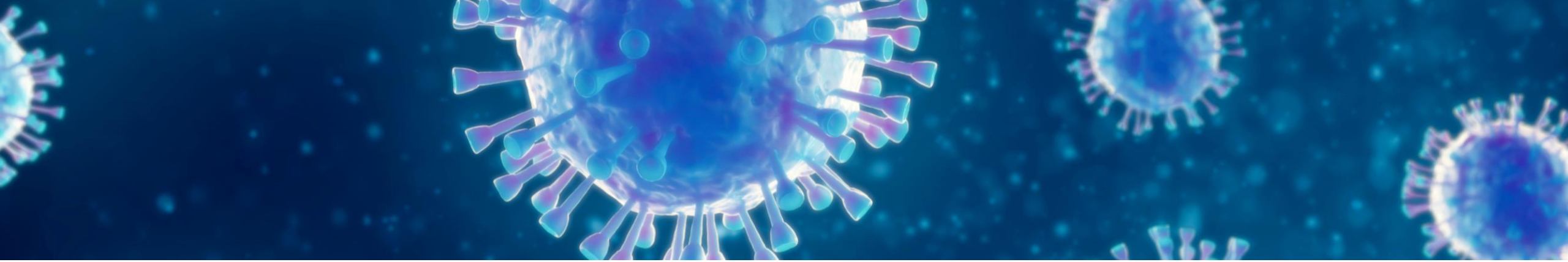
Have Fun

Have Fun Together:
Promote employee
wellbeing through
fun activities that
incorporate
community
engagement and
wellbeing.



United with a Purpose:

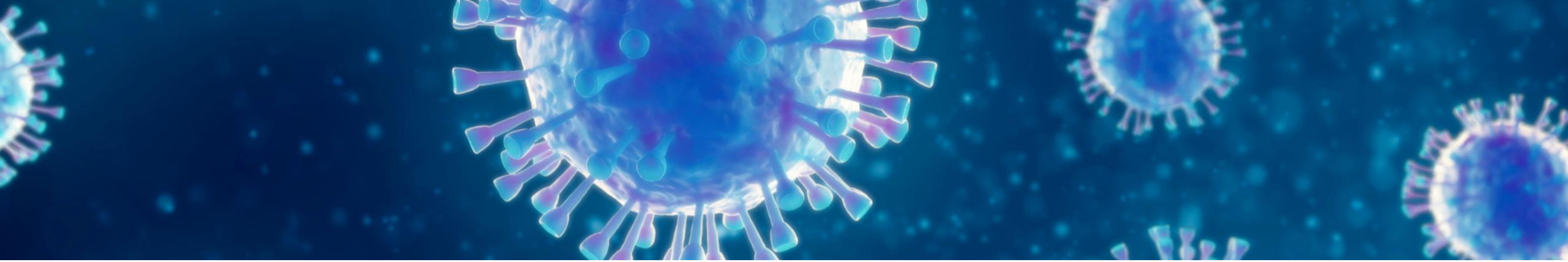
- Monthly business meeting where teams provide “Shout Outs” to their team or other teams
- Monthly MicroLive meetings spotlighting a specific department or process



Strategy #1 -
Promote Work-Life
Balance: Support
flexible working
conditions.

Strategies to Foster a Positive Culture



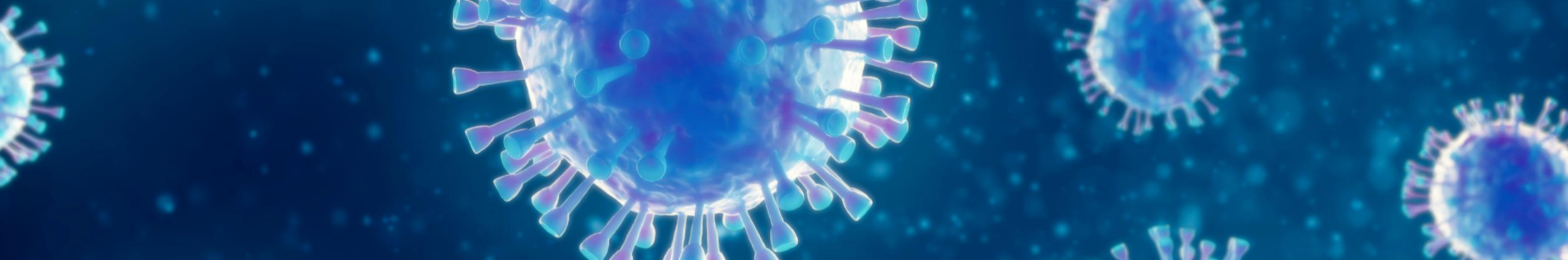


- **One department works 4 10-hour days, providing a 3-day weekend**
- **Some departments working a little longer days Monday – Thursday, and half day Fridays**
- **Some departments encourage remote work Mondays and Fridays**
- **Encourage management not to send emails afterhours (set to send later)**

Strategy #2 -
Encourage Diversity
and Inclusion: Foster
a sense of belonging
for all employees.

Strategies to Foster a Positive Culture



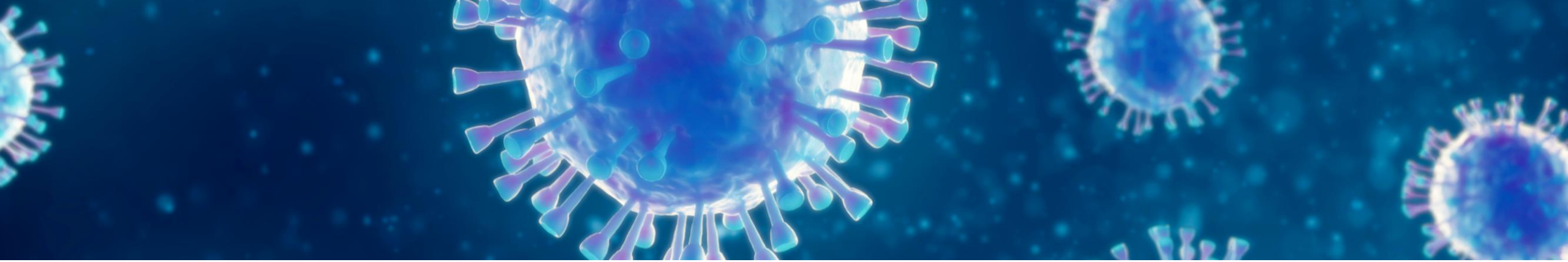


- **DEIB Team**
- **DEIB Cafe**

Strategy #3 -
Provide
Opportunities for
Growth: Offer
training and
development
programs.

Strategies to Foster a Positive Culture





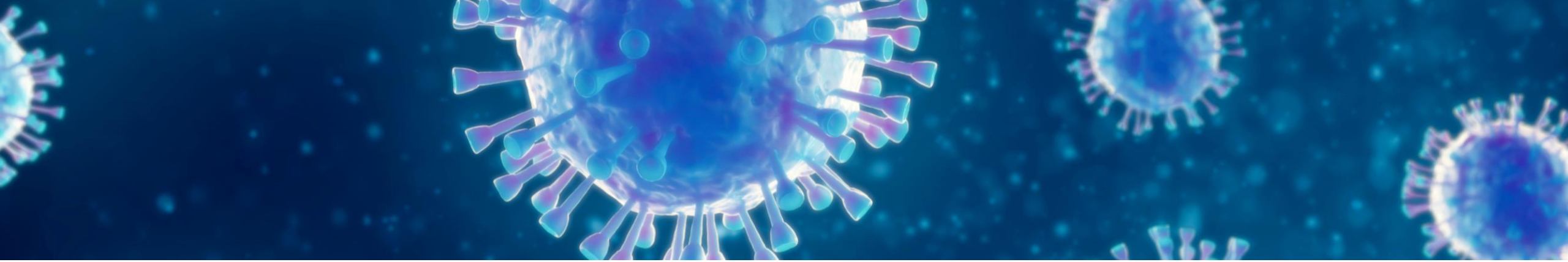
- **Internal Promotions**
- **Career Pathing**
- **LinkedIn Learning**
- **MicroLead**
 - Leaders Developing Leaders
 - Lead Academy

Strategy #4 -
Implement Wellness
Programs:

Support mental and
physical wellbeing.

Strategies to
Foster a
Positive
Culture





- **Monthly Power Half Hour sessions focusing on wellbeing**
- **2 – 3 companywide wellbeing challenges a year**
- **Paid volunteer time**
- **Strong EAP Program with ongoing training on the aspects of the EAP offerings**
- **Bring in speakers on different wellbeing topics**
 - Central MN Mental Health Center
 - Health Partners
 - Bounce Back Project

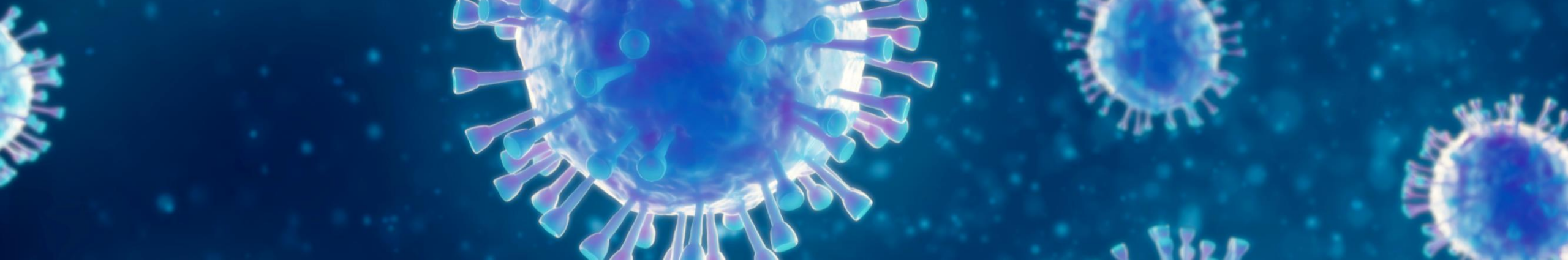
Strategy #5 –
Building a Culture of
Continuous
Improvement.

Strategies to
Foster a
Positive
Culture



Building a Culture of Continuous Improvement

- Encourage Innovation: Create an environment where new ideas are welcomed.
- Provide Regular Feedback: Constructive feedback helps employees grow.
- Measure and Adapt: Regularly assess the culture and make necessary adjustments.



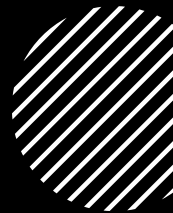
- **Idea wall: Employees share what's working, not working, actions taken, etc., so everyone is heard and part of solution**
- **15 minute daily stand-up meetings**
- **Weekly supervisor meetings**
- **Eval contains measure of core values and core competencies**

Overcoming Obstacles

- Challenge: Resistance to Change.
 - Solution: Communicate benefits and involve employees in the process.
- Challenge: Maintaining Culture in a Growing Organization.
 - Solution: Scale practices and maintain clear communication.



Action Plan: Steps to Implement/Review



Step 1: Assess current culture and identify areas for improvement.



Step 2: Develop a clear action plan with measurable goals.



Step 3: Involve all levels of the organization in the process.



Step 4: Regularly review progress and adjust strategies as needed.

Final Thoughts on Building Culture

Fostering a positive workplace culture is an ongoing process.

It requires commitment from all levels of the organization.

The benefits of a positive culture are well worth the effort.

Engaging Leadership Practices

How to Lead with Purpose and Inspire Your Team

Empathy:

Understanding and relating to your team.

What Makes an Engaging Leader?



Integrity:

Building trust
through honesty
and consistency.

What Makes
and
Engaging
Leader?



Empowering Teams & Building Trust



Empowerment: Delegating tasks, encouraging ownership.



Trust: Establishing a culture of trust and accountability.



Key Point: Trust and empowerment lead to a motivated and high-performing team.

Vision:

Guiding the team
with a clear and
inspiring purpose.

What Makes
an Engaging
Leader?



Leading with Vision and Embracing Change



Vision: Inspiring your team with a clear purpose.



Adaptability: Navigating and leading through change.



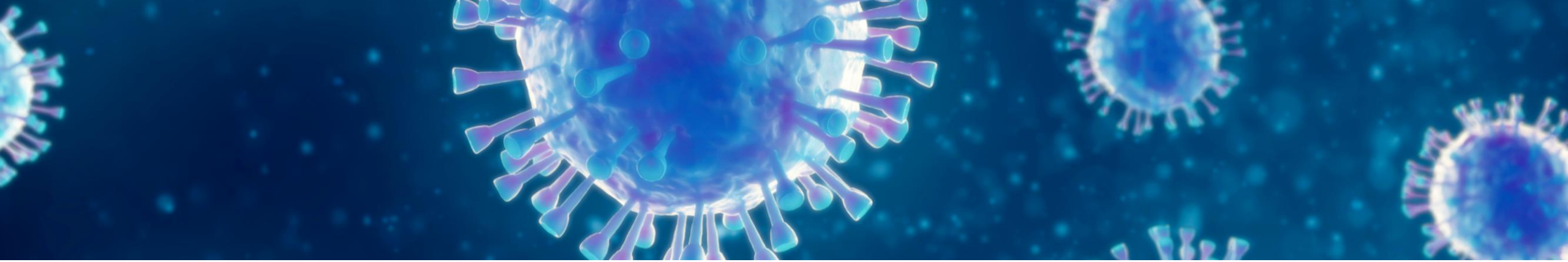
Key Point: Vision provides direction, while adaptability ensures resilience.

Communication:

Ensuring clarity, transparency, and active listening.

What Makes
and Engaging
Leader?

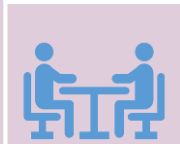




- **Quarterly Pulse surveys**
- **Annual employee engagement survey (Top Workplace Survey)**
- **Granite employee survey every 2 years**
- **Microlive Feedback and Question opportunities**



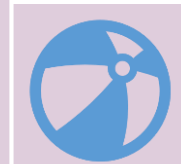
STARTING WITH THE BELIEF THAT A KEY RESPONSIBILITY OF A LEADER IS TO DEVELOP LEADERS.



ESTABLISH AND EDUCATE ON THE EXPECTATIONS OF A LEADER AT MICROBIOLOGICS.



SUPPORT OUR TEAM IN DEVELOPING LEADERSHIP SKILLS THAT HELP THEM GROW IN THEIR CAREERS AND ADD VALUE TO MICROBIOLOGICS.



HAVE SOME FUN!

- Leading, Engaging, Accelerating, Developing
- A core leadership education series to develop skills for all new supervisors and managers
- Sessions led by members of Leaders Developing Leaders
- Key topic areas are defined within the 4 core values: We Win Together; Driven to Achieve; Be Brave, Bold, and Confident; We Care
- Monthly sessions and attendance is voluntary

Participants will develop skills in:

- Trust & Authenticity
- Managing Workplace Relationships
- Communication
- Emotional Intelligence
- Performance Management
- Self-awareness
- Accountability
- Diversity, Equity, Inclusion, & Belonging
- Resilience
- Insights/ Team Building
- Conflict Management
- Motivation
- Delegation
- Problem Solving
- Innovation
- Compliance
- Adapability & Agility

Leadership Key Takeaways & Next Steps

Summary: Engaging leaders demonstrate empathy, integrity, clear vision, and adaptability.

Call to Action: Reflect on how you can implement these practices in your leadership.

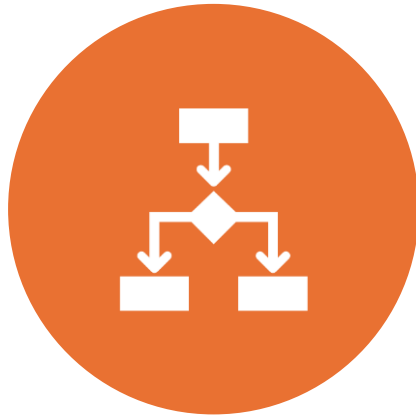
Quote

- “Leadership is about making others better as a result of your presence and making sure that impact lasts in your absence.” – Sheryl Sandberg

Maintaining Hybrid Work Engagement

Strategies for Fostering Productivity and Collaboration

Overview



THE EVOLVING WORK
LANDSCAPE, RISE OF HYBRID
WORK



IMPORTANCE OF EMPLOYEE
ENGAGEMENT IN THIS NEW
MODEL.



OBJECTIVE: TO EXPLORE
STRATEGIES FOR MAINTAINING
HIGH ENGAGEMENT.

Understanding Hybrid Work Engagement Challenges



Disconnection between remote and in-office employees.



Communication gaps and collaboration barriers.



Potential burnout from blurred work-life boundaries.



Inequity in access to opportunities and visibility.

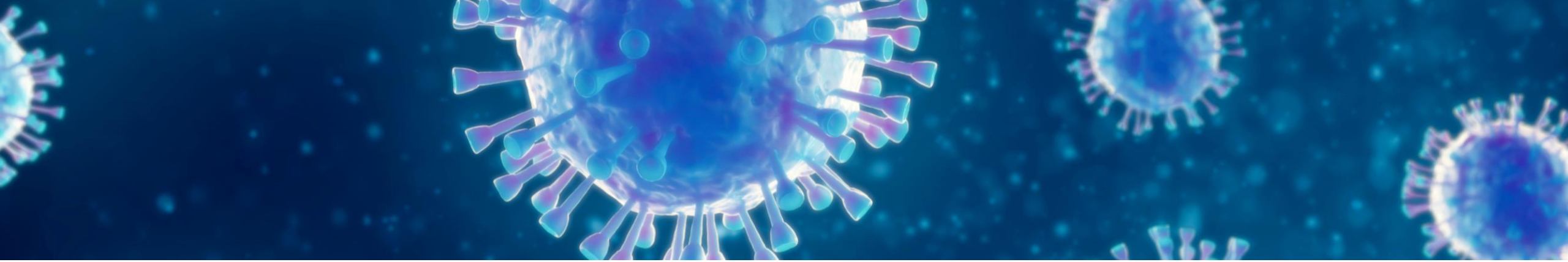
Strategy #1 – Foster Inclusivity

Ensure equal opportunities for all employees regardless of location.

Promote a culture of inclusivity through virtual and in-person activities.

Strategies for Building a Strong Hybrid Work Culture





- **DEIB Team and DEIB Cafe**
- **Inclusivity: Build understanding through Insights**
- **MicroLive monthly all-hands meetings**
- **MicroConnect – Monthly newsletter**
- **Culture Club – Focus on wellbeing, community engagement, team building; employees make the decisions**

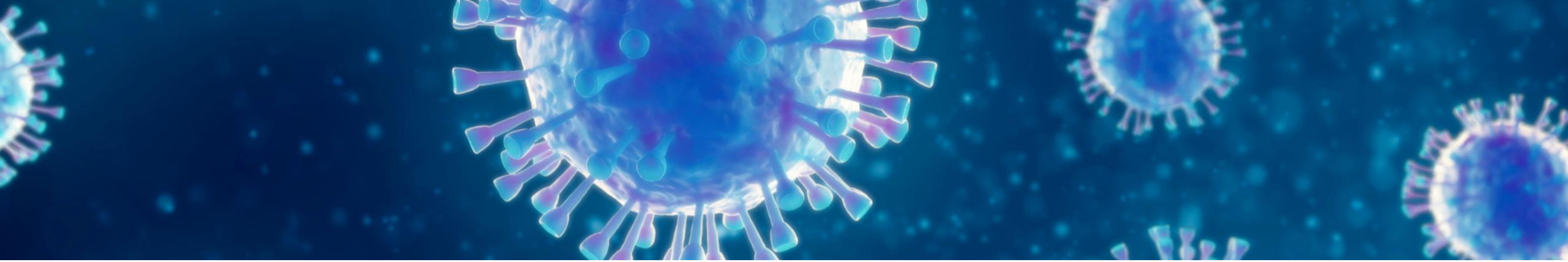
Strategy #2 – Transparent Communication

Regular updates and
open lines of
communication.

Use of collaborative
tools to bridge gaps
(e.g., Slack, Teams,
Viva Engage).

Strategies for Building a Strong Hybrid Work Culture





- **MicroLive**
- **Teams**
- **Viva Engage**

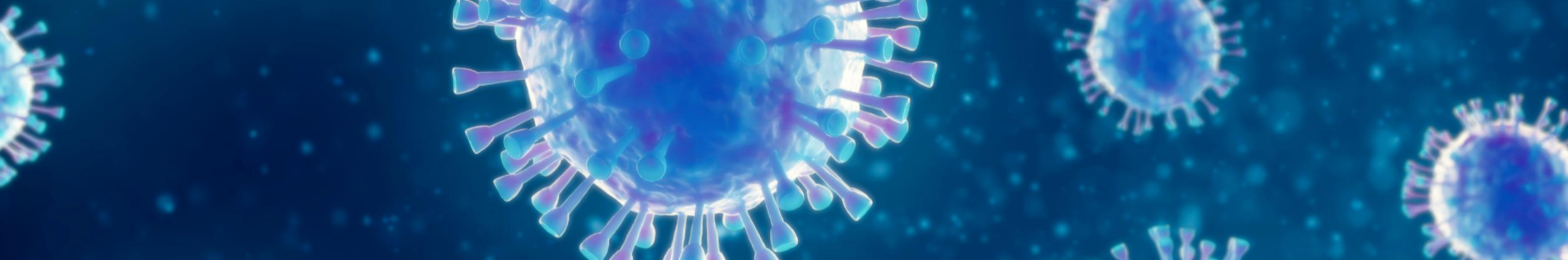
Strategy #3 – Recognition and Reward.

Acknowledge
contributions from both
remote and in-office
staff.

Virtual awards,
shoutouts, and team
celebrations.

Strategies for Building a Strong Hybrid Work Culture



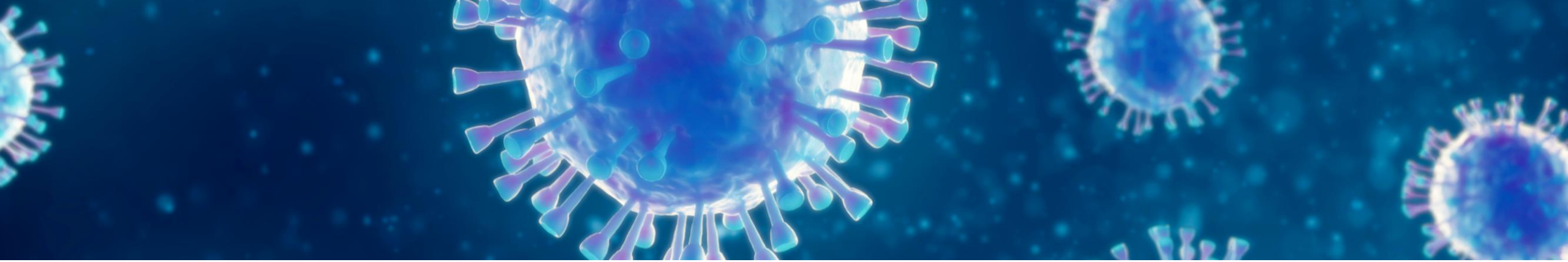


- **MicroStar**
- **Business Team Shout Outs**

Tactics for Enhancing Collaboration in Hybrid Teams

Technology Utilization:

Invest in robust communication and collaboration tools. Utilize video conferencing, project management software, and cloud-based platforms.

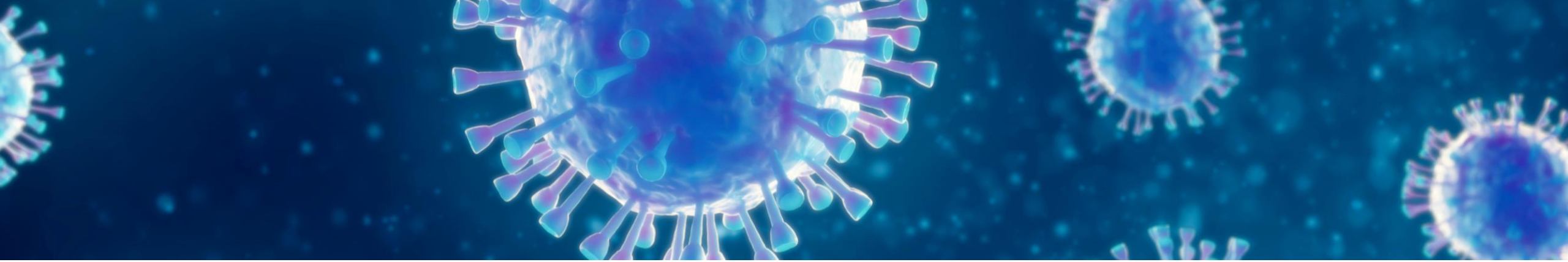


- **Monday.com**
- **My90**
- **Teams**
- **Viva Engage**
- **All Microlive meetings are recorded and made available to**

Tactics for Enhancing Collaboration in Hybrid Teams

Structured Meetings:

Hybrid-friendly meeting practices: clear agendas, rotating leadership, and time for remote voices.

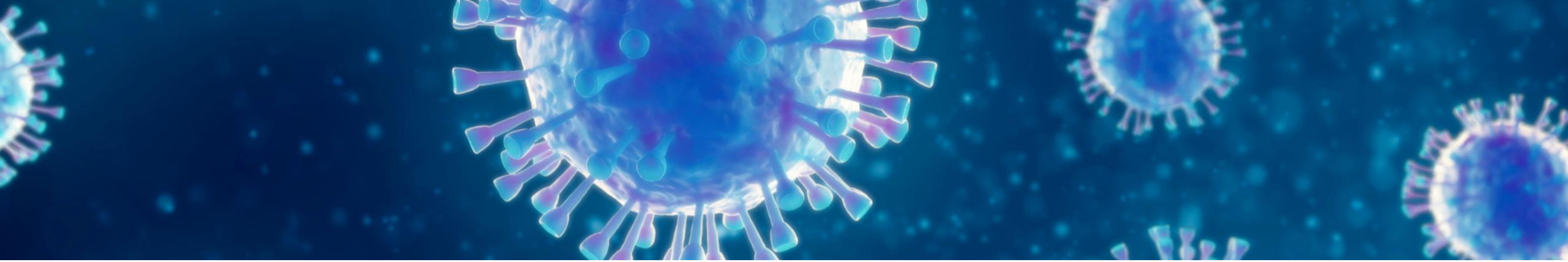


- **If one person virtual, all virtual (if possible)**
- **No guilt about working from home**
- **EOS – My 90, level 10 meetings, VTO – focus on productivity and accountability; everyone on team adds issues and headlines; empowerment**
- **1:1's**

Tactics for Enhancing Collaboration in Hybrid Teams

Cross-functional Projects:

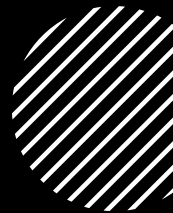
Encourage collaboration across departments and locations.



- **CORE Teams**
- **Manager Monday stand up meetings**



Initiatives for Supporting Employee Wellbeing



Flexibility in Work Hours:

Allow for personalized schedules to prevent burnout.



Mental Health Resources:

Provide access to counseling, workshops, and mental health days.

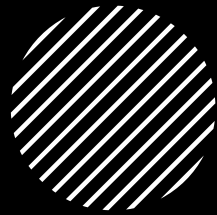


Physical Health Encouragement:

Promote regular breaks, ergonomic setups, and fitness challenges.

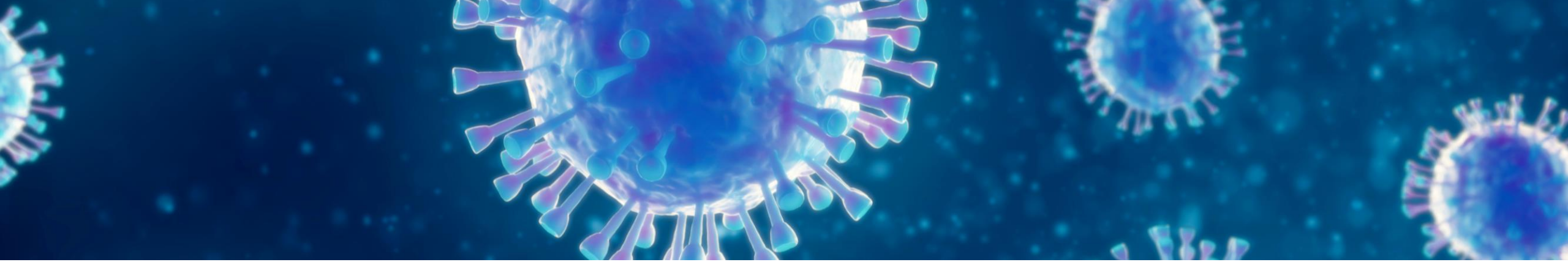


Measuring and Improving Engagement



Assessment and Feedback Strategies

- Regular Surveys: Conduct employee engagement surveys to gather insights.
- Feedback Loops: Create channels for continuous feedback (e.g., suggestion boxes, virtual town halls).
- Data-Driven Adjustments: Analyze engagement data to make informed improvements.



- **Quarterly Pulse Surveys**
- **1:1 meetings**

Key Points for Hybrid Environments

The importance of inclusivity, communication, collaboration, and wellbeing in a hybrid environment.

Engagement is a dynamic, ongoing process.

Continuous engagement assessment is crucial for long-term success.

The goal is to create a resilient, adaptive work culture.

QUESTIONS?

ANSWERS!

Arigatou

ARIGATO

Do je

Asante

Maita Henyu

Shukriya

Xie xie

Spasibo

Achiu

Terima Kasih

THANKS

Salamat

Kamsa hamnida

Shukran

GRACIAS

Dikuji

Hvala

Vinaka

Diolch

ARIGATO

Efcharisto

Mahalo

OBRIGATO

GRAZIE

Asante

THANK YOU

Spasibo

KIA ORA

Gratia

Toda

MAAKE

Ca'm on

Khop Khun Krab

Jerejef

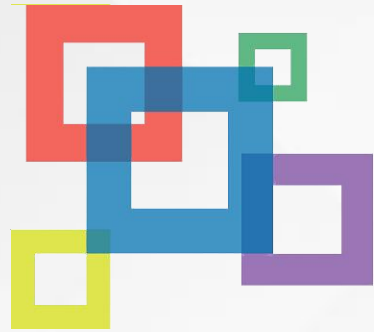
MERCI

DANKE

CHOKRANE

Kiitos

Dankie



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DEVELOPMENT CORPORATION