

2500

employees

15

offices

119k+

paid customers

About Slack

Slack is a workplace collaboration hub that unites teams, information, and tools in one place for a more efficient flow of work. Slack started using Culture Amp in 2015 when they had just two offices. As Slack continues to scale up, feedback and communication are critical in maintaining their culture. We spoke with Dawn Sharifan, VP of People and Sheela Subramanian, Senior Director of Strategic Planning and Programs to learn how Culture Amp helps drive smarter people decisions.

Meet Dawn

Dawn joined Slack at 150 employees as a founding people leader. Today, Dawn oversees the people partners, people operations, organizational effectiveness, and diversity & inclusion teams. According to Dawn, "Culture Amp sits right at the center of all of these functions."

Meet Sheela

Sheela joined Slack in 2016 as the first Enterprise Marketing leader. From there, she helped build the global marketing organization and now works closely on strategic programs with Slack's CMO.

"My role today involves ensuring our team has the support and tools they need to thrive. It's hard to measure that – it's not a simple yes or no checkbox – so we use Culture Amp to measure whether we're headed in the right direction and doing our job effectively."

Key challenges

Company culture is Slack's North Star – the thread that binds together everything they do. But as Slack scaled, Dawn found it hard to maintain the same level of intimacy and communication. "When you get bigger it becomes harder to give feedback. We needed to find a way to formalize feedback and still remain personal enough to build that foundation of trust."

In the face of exponential growth, Slack needed a scalable solution to identify insights and ensure employees had the right resources to do their job effectively. Beyond the demands of rapid growth, the COVID-19 pandemic presented a new set of challenges for the Slack team to navigate.



San Francisco, United States
www.slack.com

CHALLENGE

Collecting feedback at scale while still remaining personal

SOLUTION

Using data-driven hypotheses to inform engagement strategy

RESULT

A more efficient and effective approach to people management

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Nolberto Munier



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Fitness Professional's Handbook Barbara A. Bushman, 2024-04-09 With a newly restructured framework that strongly emphasizes real world application *Fitness Professional's Handbook Eighth Edition With HKPropel Access* provides current and aspiring fitness professionals the road map for working with clients The text translates key concepts into practical application by guiding the reader through screening participants conducting fitness testing evaluating the major components of fitness and prescribing appropriate exercise This eighth edition reflects the most up to date research position stands guidelines and standards from the American College of Sports Medicine ACSM other professional societies and government agencies New case studies reflecting a diverse array of clients offer real world applications and Research Insight sidebars cover a wide range of applicable scientific topics Significant updates changes and additions have been made throughout including these An updated overview of assessment that provides practical understanding of preparatory steps such as obtaining informed consent taking steps to maximize client safety and explaining test results in a way that will be meaningful and relevant A new chapter on how to combine assessment results with a client's personal goals to create a comprehensive exercise program readers will learn how to develop the optimal training stimulus and to balance activity level and nutritional requirements to optimize outcomes and safety for clients Expanded content on working with clients who are pregnant covering the benefits of exercise during and after pregnancy contraindications and signs that warrant stopping exercise and new content on pelvic floor training Updated content on chronic diseases featuring the latest information on cardiovascular disease pulmonary disease diabetes osteoporosis and cancer Additional new information includes two new muscular fitness tests a section on pharmacology that covers major drug categories and offers insights into how medications can affect heart rate blood pressure and physiological responses to exercise and coverage of neuromotor fitness The engaging full color textbook is further enhanced by 26 related online videos delivered through HKPropel facilitating a deeper understanding of techniques in the book and development of practical skills Comprehensive yet practical in nature *Fitness Professional's Handbook* is designed to prepare students for professional certification and empower current fitness professionals to work with various populations to improve health fitness and quality of life through appropriate screening testing and exercise prescription Note A code for accessing HKPropel is not included with this ebook but may be purchased separately

Shamanism in Chinese Medicine CT Holman, 2020-07-21 This engaging highly anticipated book compellingly describes healing techniques of Chinese shamanism while respecting the tradition CT Holman a medically trained and licensed clinician of over 20 years clearly explains how Chinese shamanism can be seamlessly woven into modern lifestyle and contemporary medical practices He explores effective methods to address physical pathologies and emotional imbalances by applying shamanic influenced techniques including visualizations verbal healing and shamanic drumming among others for self care and medical treatment The primary resource for the material presented originates from the author's intensive

decade long study under shamanic teacher Master Zhongxian Wu Several color illustrations and before and after patient photos are included that beautifully depict the spirit based diagnostics and treatments Incorporating numerous clinical examples and thoroughly researched procedures this book teaches practitioners how to combine treatments concentrating on the spirit and soul with modern medicine to treat the whole person and enrich their practice This enlightening book is a must read for Chinese medicine practitioners other medical professionals and non professionals interested in the subject

Aging ,1985 **Project Management for Environmental, Construction and Manufacturing Engineers** Nolberto Munier,2012-08-16 As a companion to books on project management theory this book illustrates in a down to earth comprehensive style how to put that theory into practice In addition to the many examples that illustrate procedures the book includes over 25 case studies each one addressing a specific theme Key topics such as project selection negotiations planning and scheduling cost and budgeting project control human resources environmental impacts risk management and financial evaluation are discussed using a step by step approach Beginning at the grassroots level some cases are solved by hand to illustrate the mechanics of a procedure while others are solved using advanced computer programs In this way the reader has a clear idea of the problem how and when to raise the issue information needed and who can provide it how to solve it by hand when possible and also its resolution using the latest informatics tools

Becoming a Wildlife Professional Scott E. Henke,Paul R. Krausman,2017-09 Published in association with The Wildlife Society *Multidisciplinary Research Area in Arts, Science & Commerce (Volume-17)* Chief Editor- Biplab Auddya, Editor- Dr. MD. Zakir Hussain, Dr. T. Kalpana, Dr. Vidya G, Dr. Namdev V.Phatangare, Dr. Nidhi Gupta, Rajalingam B,2026-03-02 Type in Use Alex White,1999

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