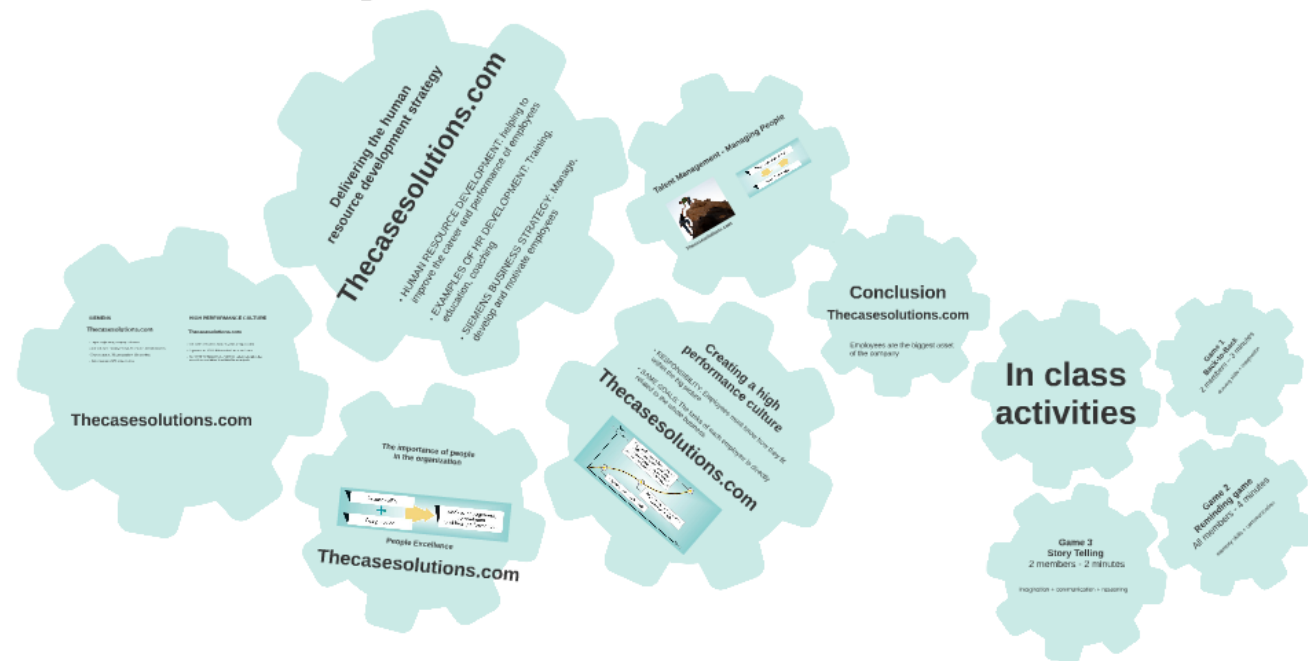


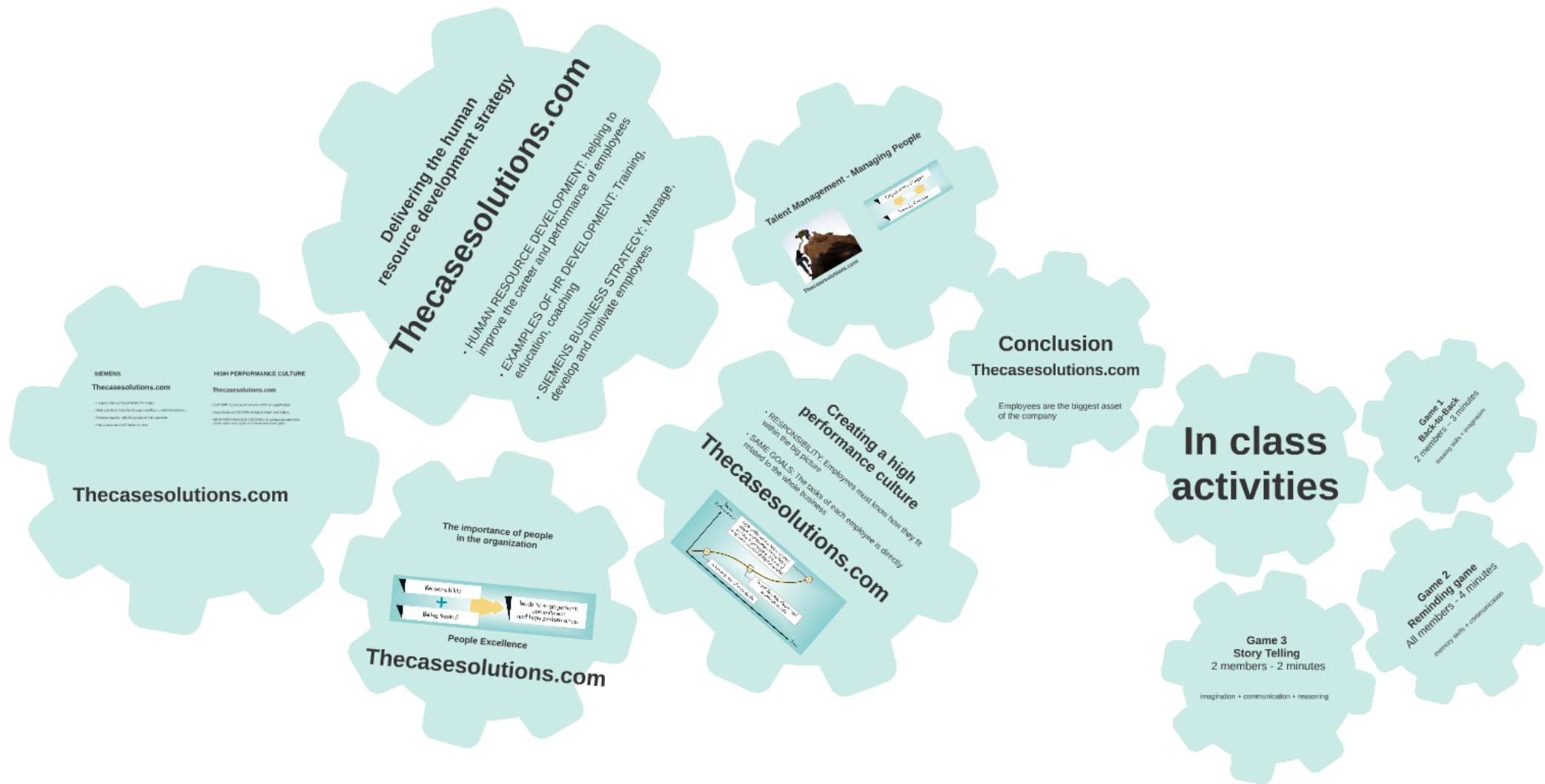
# Jordan Cohen at pfizerWorks: Building the Office of the Future

-2 mins: introduction of silence  
-look for cool statements or high-performance culture related video -> (youtu.be/4qg-BuHfRATw43s)  
-15 mins: In real case study (WITH CONCENTRATION MUSIC) -> Dale chooses music (chessers)  
-3 mins: paragraph 1 - question + lecture  
-3 mins: paragraph 2 - question + lecture  
-3 mins: paragraph 3 - question + lecture  
-3 mins: paragraph 4 - question + lecture  
-2 mins: conclusion  
-class exercise: divide class into 2 teams (crossword/ puzzle)  
Skill to test: math, listening, questioning, persuading, respecting, helping, sharing, participating, situation solving  
+ Rules: Each member has to compete with the other member in another team once  
Puzzle for leader  
Team 1: Jeff, Andre, Co-co, Tracy, Zoey  
Team 2: Chris, Laura, Naman, Oia, Maribel, Ami  
Competition game! (Christmas music playing with the timer)  
Game: Leader choosing, name and slogan... (2 minutes)  
Game 1: Back-to-Back Drawing for 2 members - 2 minutes (drawing skills + imagination + skills)  
Divide your group into pairs, and have each pair sit on the floor back to back. Give one person in each pair a picture of a shape, and give the other person a pencil and pool of paper.  
Ask the people holding the pictures to give verbal instructions to their partners on how to draw the shape - without actually telling the partners what the shape is. After they're finished, ask each pair to compare their original shape with the actual drawing, and consider the following questions:  
How well did the first person describe the shape?  
How well did the second person interpret the instructions?  
Were there problems with both the sending and receiving parts of the communication process?  
Game 2: Story telling game for 2 members - 2 minutes (imagination + communication + reasonability)  
Give five random dirty pictures and each team has to come up with a reasonable story.  
Game 3: name guessing game - students and teachers (physical traits, background, name, gender)  
Game 4: Reminding game for all team members (best memory skill)  
Instructor tells a short story in a remember, then the member has to tell the story again.  
Instructor asks questions, and the other member has to answer.  
Backup game: Judy's game, crossword  
Conclusion from the game:  
The important thing is not about prize you get because life is not about the destination. It is all about the journey to get there.  
<http://www.scribd.com/doc/100000000/100000000-43.pdf>



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# Jordan Cohen at pfizerWorks: Building the Office of the Future



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# SIEMENS

## Thecasesolutions.com

- Largest engineering company in Europe.
- Main activities: Industry, Energy, Healthcare, and Infrastructure
- Employs approx. 350,000 people in 190 countries
- Had a revenue of €75 billion in 2013

# HIGH PERFORMANCE CULTURE

**Thecasesolutions.com**

- CULTURE: behavior of humans within an organization
- Organizational CULTURE includes Vision and Values
- HIGH PERFORMANCE CULTURE: All collaborate within the same vision and values to achieve the same goals

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# Thecasesolutions.com

**Delivering the human  
resource development strategy**

**Thecasesolutions.com**

- HUMAN RESOURCE DEVELOPMENT: helping to improve the career and performance of employees
- EXAMPLES OF HR DEVELOPMENT: Training, education, coaching
- SIEMENS BUSINESS STRATEGY: Manage, develop and motivate employees

HIGH PERFORMANCE CULTURE  
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CULTURE: behavior of humans within an organization  
HIGH PERFORMANCE CULTURE: All collaborate within the  
same values to achieve the same goals

The importance of people  
in the organization

Talent M

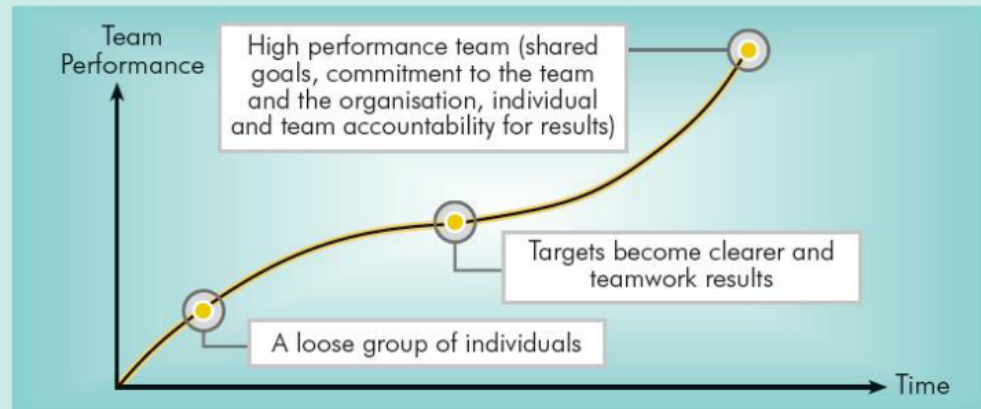


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# Creating a high performance culture

- RESPONSIBILITY: Employees must know how they fit within the big picture
- SAME GOALS: The tasks of each employee is directly related to the whole business

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The background of the slide features a large, light teal gear shape centered on a white background. The gear has a complex, multi-toothed design. The text is overlaid on this gear.

# **Conclusion**

## **Thecasesolutions.com**

Employees are the biggest asset  
of the company

**In**