



Robin

WELCOME TO *Robin*

Brought to you by your newest
OB221 Robinauts



Wyatt Greiner



Geneve Lau



Jahnvi Shah



Raveena Pandhare



Manya Desai



Pradyumn Dalmia



KEEP IT IN FOCUS



Review



Organizational Culture

New Member
Onboarding



Recognizing
Wins

*Performance, Rewards,
Applied Motivation*

Leaderboards



Communication

*Team Dynamics and
Decision-Making*



Conflict
Management

To SUM IT UP

FLAT HIERARCHY



ONE TEAM



SUPPORT





ROBIN'S VALUES

- Simplify
- Act
- Rally
- Help
- Celebrate

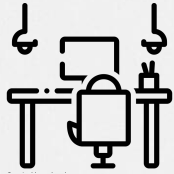


SIMPLIFLY

"SIMPLE IS ABOUT RELATING TO EACH OTHER AND TO OUR CUSTOMERS.
SIMPLE IS ABOUT BEING ACCESSIBLE. SIMPLE IS ABOUT UNDERSTANDING
FEELINGS. SIMPLE IS ABOUT MAKING SENSE."

-NIRVANNA LILDHARRIE

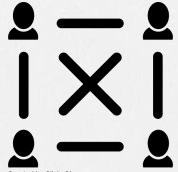
How Do We Simplify?



Office Design



Casual Dress

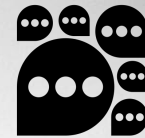


Cross-Team
Communications

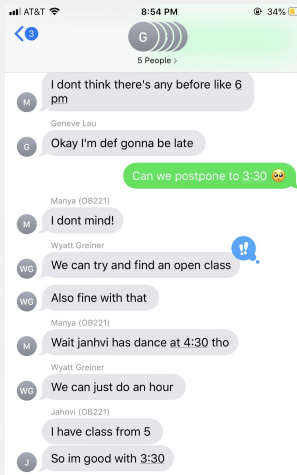
Designated
Meetings

Shared Google
Drive

Group Messages



Our Team



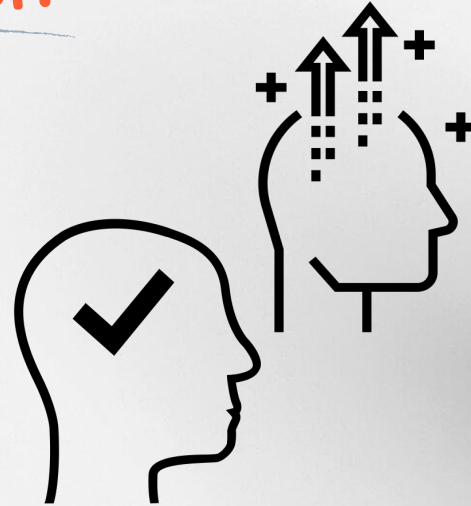
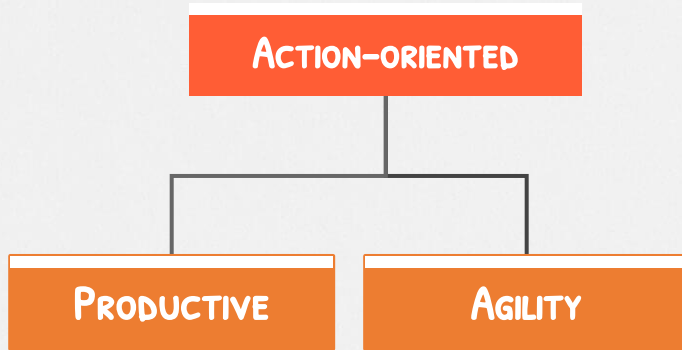


ACT

Learn enough to be deliberate and then
follow through.



Why Act?



"Getting things done"
mentality

Performance Review

PERFORMANCE/CAREER

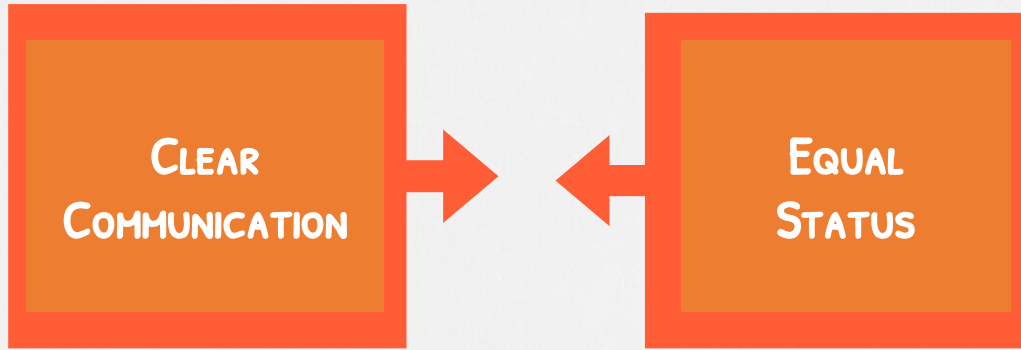
FEEDBACK + SUPPORT



MONTHLY
COACHING
OBJECTIVES

SOFT SKILL
DEVELOPMENT

FLAT HIERARCHY



Our Team



Not following through once semester got busy

Being more **action oriented**. Finishing work 2 days before a deadline

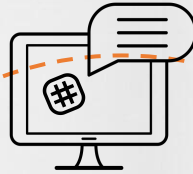




RALLY

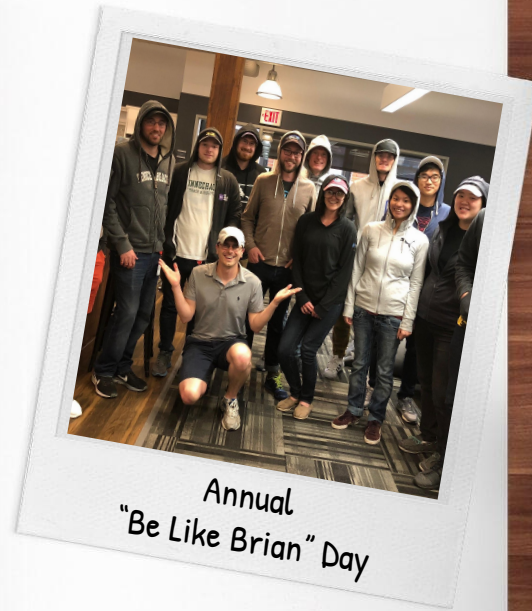
Make it happen as a TEAM.

"DONUT"

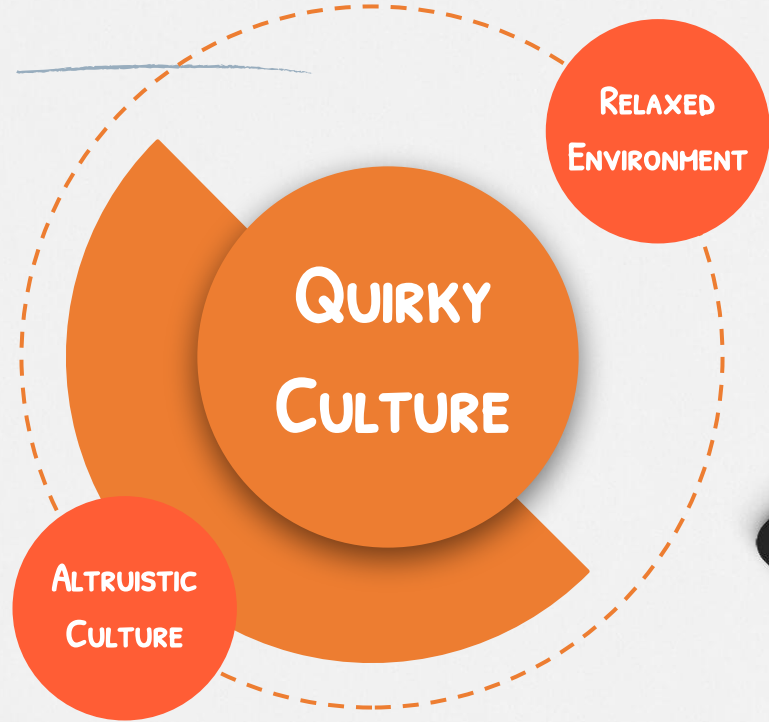


QUIRKY CULTURE

"NEW HIRE
HAPPY HOUR"



Annual
"Be Like Brian" Day



Our Team



Getting preoccupied
with work and **pushing**
team bonding **aside**.

Focusing on
consistent, fun
team bonding





HELP



You can always hear someone asking
"How can I help?"

RADICAL CANDOR

Sincere with
praise

Specific with
criticism

FAST FEEDBACK

FREQUENT

ACCCEPTING

SOLUTION-
FOCUSED

TWO-WAY

Our Team



Not giving **enough feedback** to each other, focusing on **problems**.

Realizing value of **ongoing feedback** for **effective communication**.





CELEBRATE

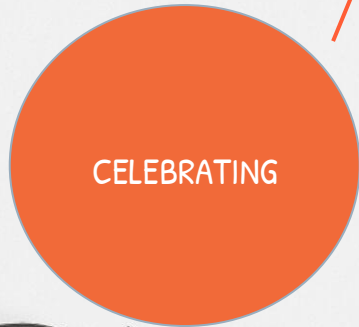
Recognize wins every time you see them.

WHY CELEBRATE?

Gratefulness

Increased
Motivation

~~Fixed System of
Rewards~~



Organic
Recognition

PERFORMANCE

SCREENS

Sales/marketing



Worker
performance
statistics



Encourages a healthy
competitive
environment



DEALS CLOSED THIS MONTH

	Account Name	Amount	Owner	Close Date
1.	DraftKings, Inc.	\$115,920.00	Alberto Vasquez	10/9/2019
2.	Ciena	\$66,096.00	Cole DeNormandie	10/8/2019
3.	mixi, Inc.	\$48,960.00	John Angles	10/1/2019
4.	Cruise Automation	\$45,000.00	Abigail Normand...	10/1/2019
5.	LoyaltyOne	\$33,696.00	Abigail Normand...	10/4/2019
6.	The Richards Group	\$20,160.00	Evan Sylvia	10/11/20...
7.	Seattle Children's Hospital	\$16,572.60	Nick Sours	10/1/2019
8.	World Wildlife Fund	\$13,272.00	Rob Bleakley	10/17/2...
9.	Iberdrola	\$12,240.00	Nick Sours	10/25/2...
10.	Titan Electric	\$11,832.48	Nirvana Lildharrie	10/2/2019

hoopla

ESPN increased? Four reasons why the deadline is no longer a dud

ACCOUNT EXECUTIVE CALLS

This Week

1	Rolando Diaz	65
2	Cole DeNormandie	45
3	Tom Munro	43
4	Chris Nicholson	39
5	Eric Jacobson	39
5	Nirvanna Lildharrie	25
7	Kyle Boudrot	25
8	John Angles	18
9	Rob Bleakley	10
		2



Cole DeNormandie
2nd Place

This Week
Target

45
150

Our Team



Ignoring **above and beyond** work, and taking it for granted.

Realizing the value of **celebration** to reward good work.



KEY TAKEAWAYS

FAST FEEDBACK MODEL

**CELEBRATE INDIVIDUAL
PERFORMANCE**

STRONG BONDS



THANKS!

Any questions?

<https://robinpowered.com/>