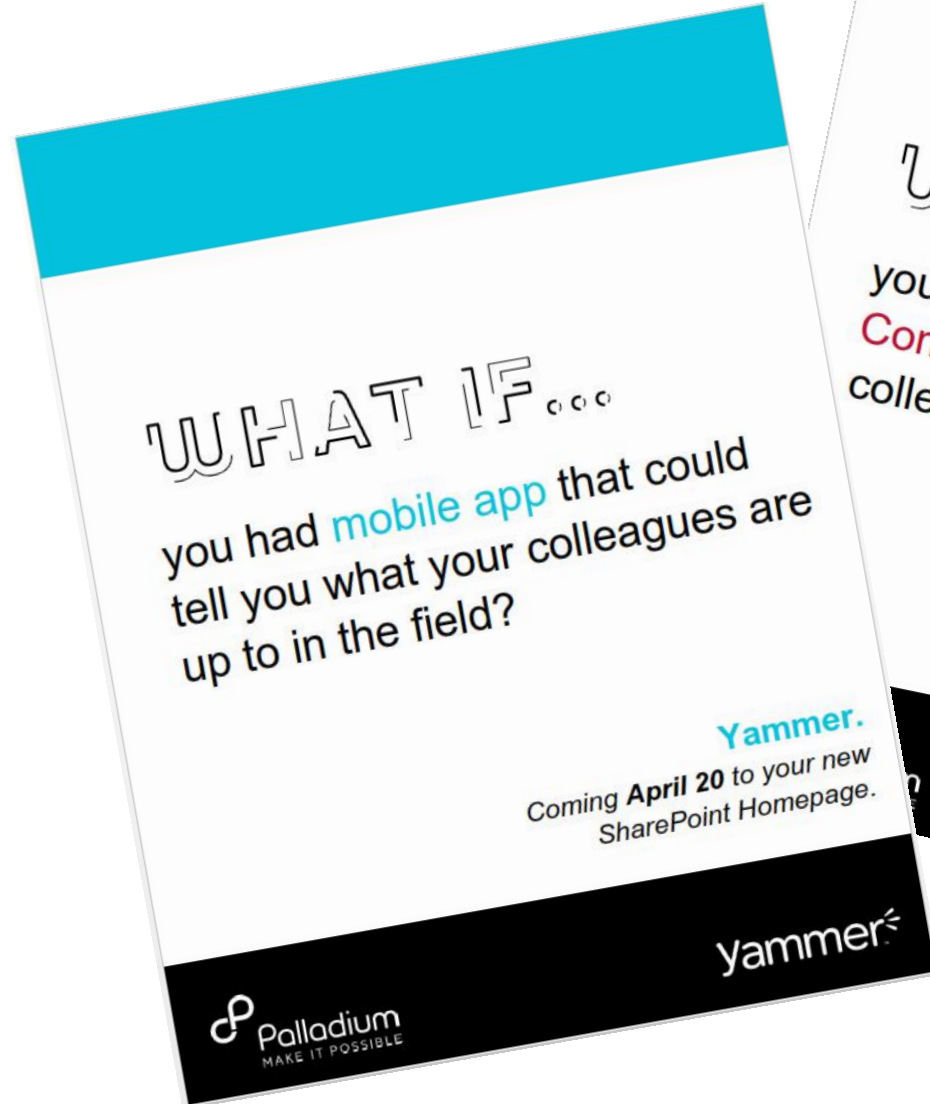


Show & Share: Palladium

Elizabeth Godo, Global Director of Communications

Yammer

- Introduced late 2015; Officially launched 20 April 2017
- Accessible via webpage, SharePoint Homepage, Collaboration Sites, and mobile app
- Links: [Resources](#) and [Introductory Video](#)

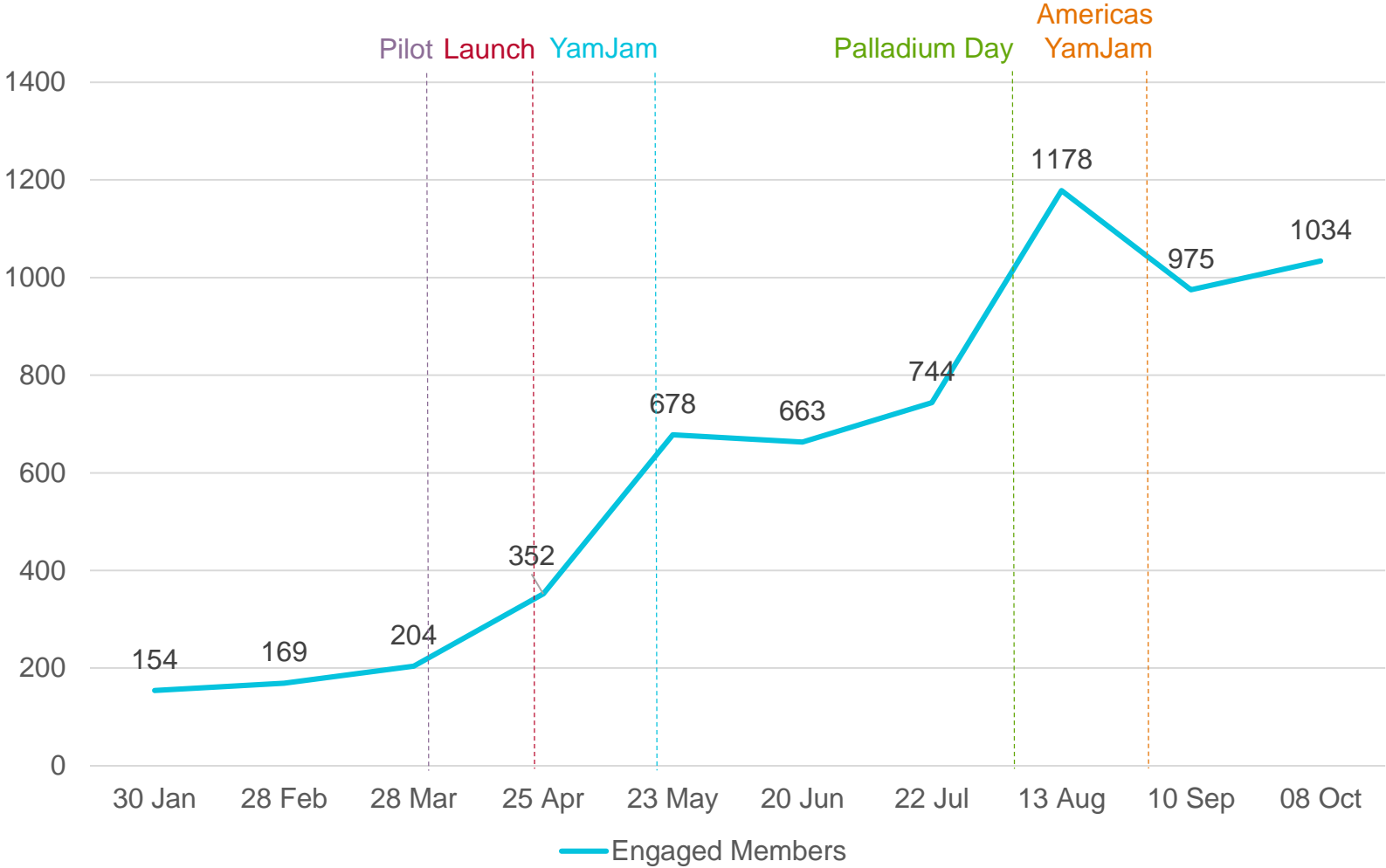


YamJam: One Palladium Culture

The screenshot shows a YamJam group interface. At the top, there's a header with the group name 'YamJam - One Palladium Culture' and a 'Joined' button. Below the header, there are navigation tabs for 'NEW CONVERSATIONS', 'ALL CONVERSATIONS', 'FILES', and 'NOTES'. A search icon is also present. The main content area features a post by Elizabeth Godo from May 8 at 7:00pm. The post text is: 'Theme #1: "Our strength lies in our differences" Do you believe this is true? What is it about our differences that makes us stronger?'. Below the post, there are interaction options: LIKE, REPLY, SHARE, EDIT, and a menu icon. A notification says 'Christina Robinson likes this'. Below the post, there's a 'Show 65 previous replies' button. A reply from Peter Vanderwal is visible, dated May 28 at 4:24am. The reply text is: 'can't agree with this enough. when there is consciously uncollaborative behaviours at whatever level in the company they should be confronted. it's totally against two of our values Collaboration and Diversity - and not dealing with it directly contravenes a third - Integrity.'. Below the reply, there are interaction options: LIKE, REPLY, SHARE, and a menu icon. A notification says 'Rosanna Duncan and Rob Held like this'. On the right side of the page, there's a 'MEMBERS (191)' section with a row of profile pictures and a plus icon. Below that is an 'INFO' section with an 'Edit' link. The info text reads: 'Our Global HR team has traveled around the globe hosting dozens of "culture workshops", finding out what you believe Palladium stands for and what unites us. The outcome will be a set of "Guiding Principles" by which we'll all agree to live and work. This YamJam is your chance to participate in our company-wide discussion and help to shape those Guiding Principles.'. Below the info text, there's a link to 'the schedule' to see which leaders are online. At the bottom, there's a 'PINNED' section with an 'Add' link and a pinned post titled 'YamJam - Leader Schedule'.

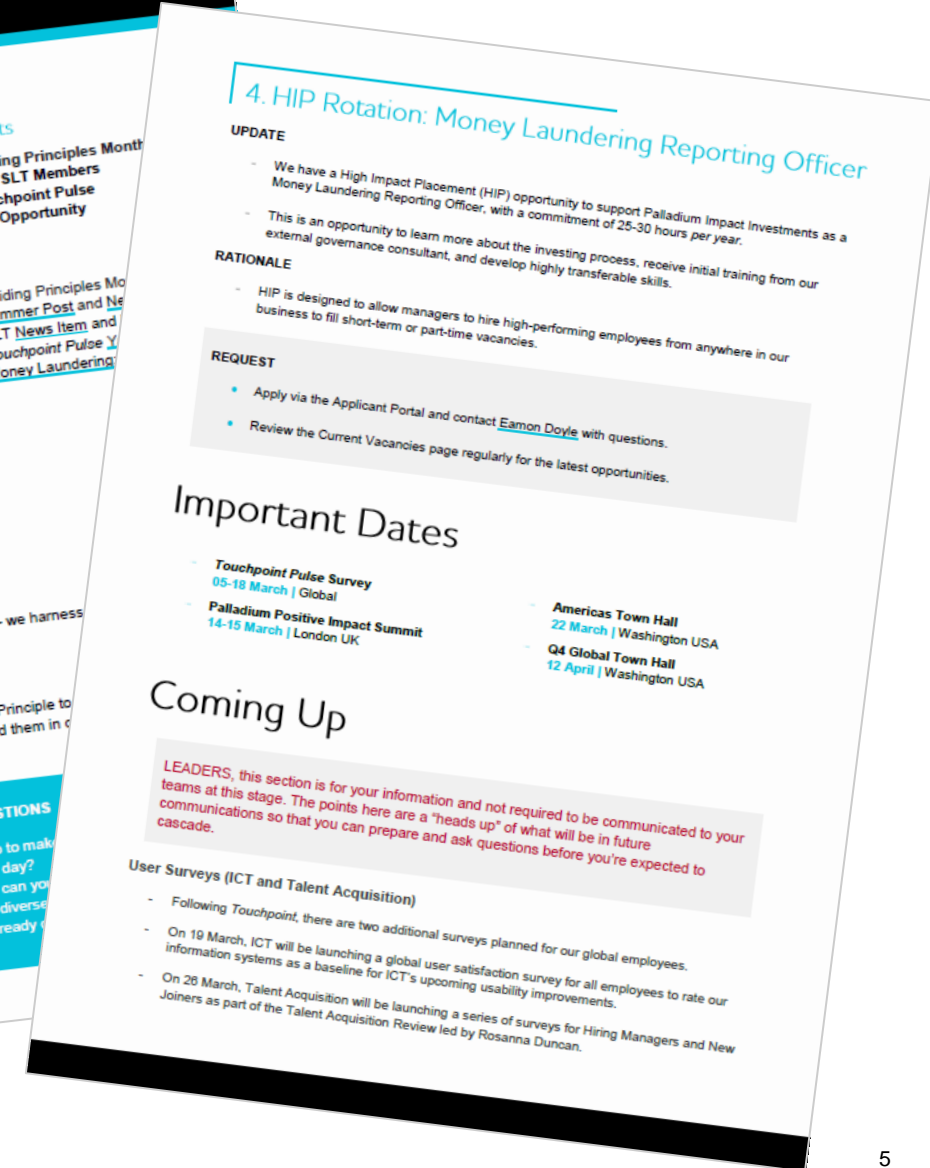
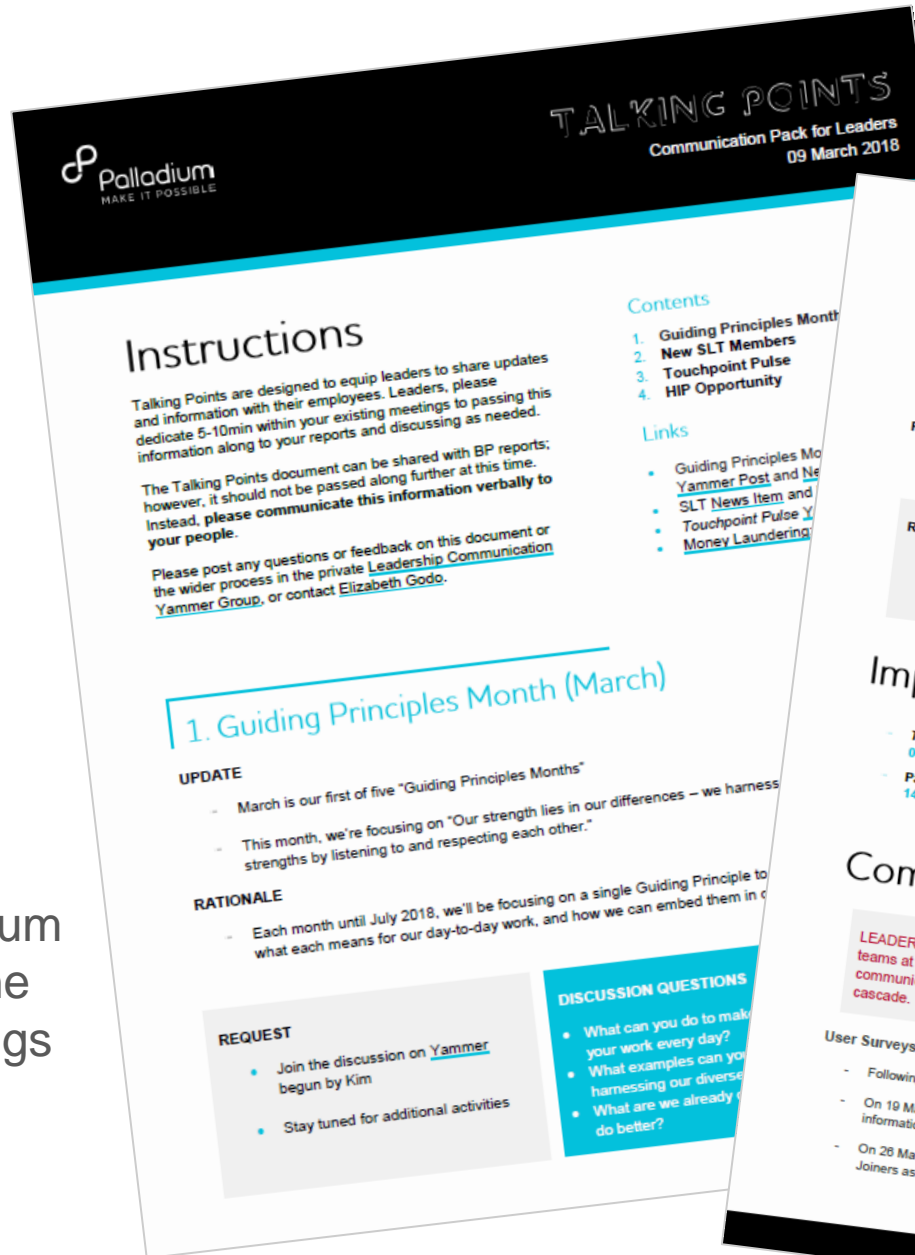
- A YamJam is like an **online focus group**, with multiple conversations taking place simultaneously over a set period of time.
- For **24 hours** on 09 May, we facilitated a **live Yammer discussion** on our One Palladium Culture, with leaders from across the business joining the conversation in pre-scheduled shifts.
- By the numbers:
 - **10** conversation threads
 - **766** messages posted
 - **191** group members

Yammer: Engagement by Month



Leadership Communication

- Packs for senior leaders sent out every two weeks
- Contain Talking Points, Discussion Questions, FAQs, PPTs and other support materials
- Ensure consistency across Palladium and equip leaders to keep everyone up-to-date via regular team meetings



NEW: Discussion Questions

1. Guiding Principles Month (March)

UPDATE

- March is our first of five "Guiding Principles Months"
- This month, we're focusing on "Our strength lies in our differences – we harness our unique strengths by listening to and respecting each other."

RATIONALE

- Each month until July 2018, we'll be focusing on a single Guiding Principle to help dig deeper into what each means for our day-to-day work, and how we can embed them in our global culture.

REQUEST

- Join the discussion on [Yammer](#) begun by Kim
- Stay tuned for additional activities

DISCUSSION QUESTIONS

- What can you do to make this principle a reality in your work every day?
- What examples can you share of our colleagues harnessing our diverse strengths?
- What are we already doing right and what could we do better?

All Company



Kim Bredhauer – March 6 at 5:50pm

Guiding Principle Month: Our Strength Lies in Our Differences (March)

March is our first of five "Guiding Principles Months", where we'll be focusing on one Guiding Principle per month to help embed them in our culture across the globe. The first is one of my favourites, "Our strength lies in our differences – we harness our unique strengths by listening to and respecting each other".

Tell me in the comments below: What can you do to make this principle a reality in your work every day? What examples can you share of your colleagues harnessing our diverse strengths? What are we already doing right and where could we do better?

Kim

UNLIKE REPLY SHARE ...

You, Julio Martins, Pandit, Kiran, and 24 others like this

Seen by 317

- Discussion questions are now included in select Talking Points
- Kim asks the same question on Yammer, allowing all employees the chance to have their say in the way that works best for them

Communication Effectiveness

