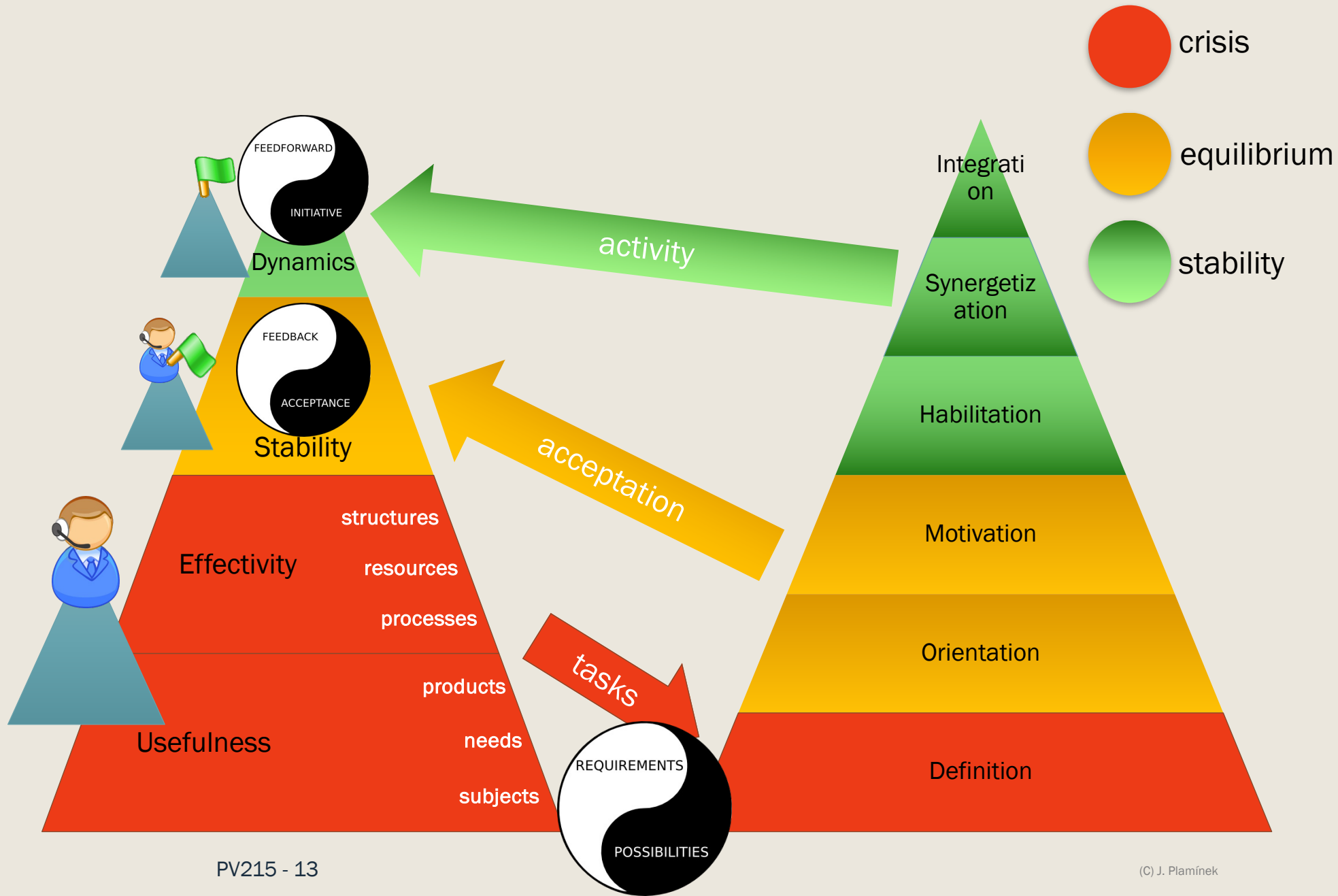




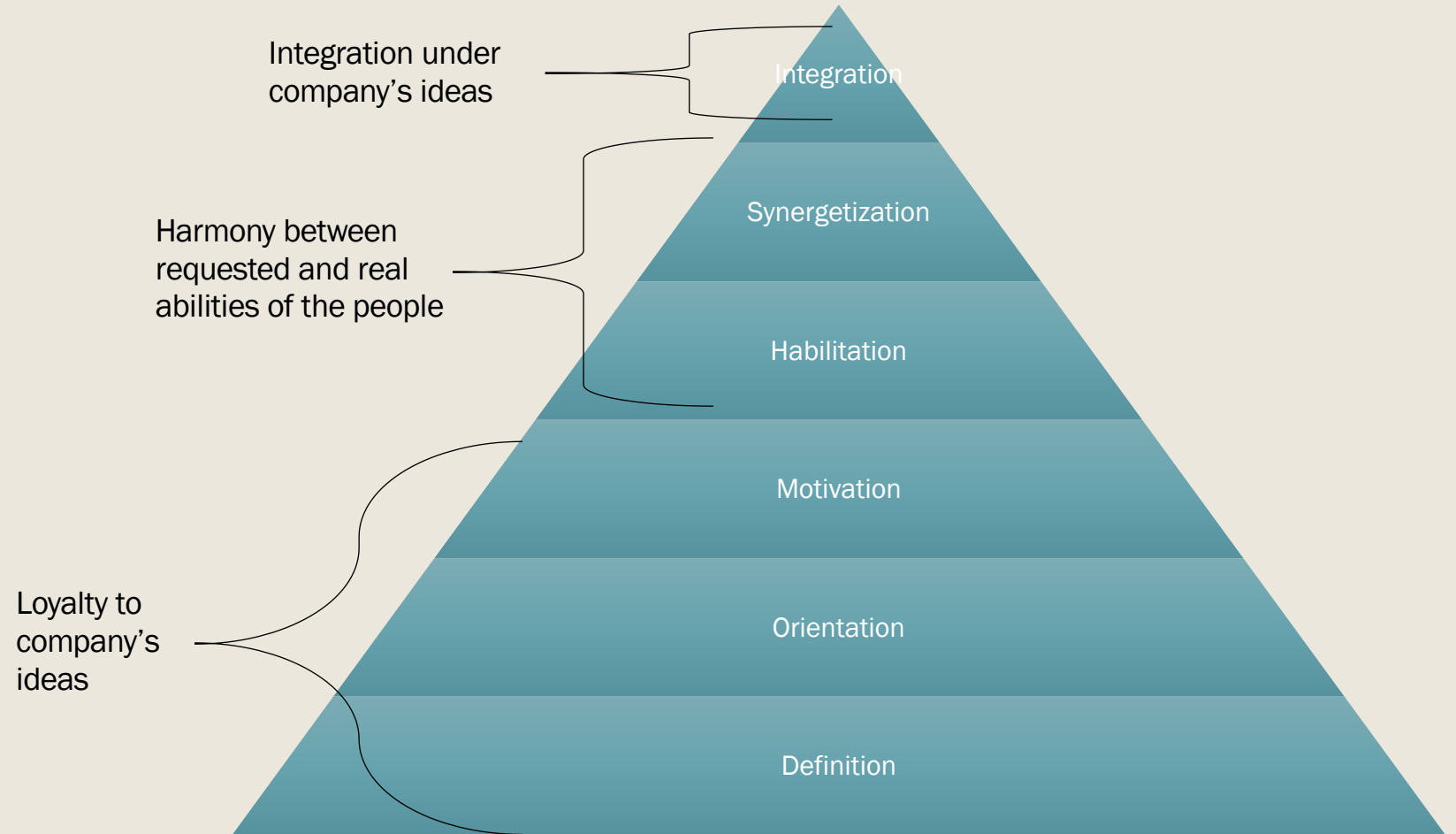
PYRAMID OF CULTURE

Seminar 4



Pyramid of culture

Strategy for the management of human resources



Today's tasks

Based on the analysis you have done on the previous seminars, you will build a pyramid of culture.

There will be one task for each level of the pyramid.

Tasks to do 1/6

DEFINITION

What competencies are needed for our company?

Which expertise?

- **Example:**
- accounting, wine-making

Tasks to do 1/6

DEFINITION

What competencies are needed for our company?

Which expertise?

- **Example:**
- accounting, wine-making

Tasks to do 2/6

ORIENTATION

Which positions correspond to the identified competencies?

Define some of the processes for these positions.

- **Example:**
- Maintenance person: Periodical checks of the machines

Tasks to do 3/6

MOTIVATION

What is the company offering to the employees?

- **Example:**
- Employee of the month
- **Free wine samples (not much)**

Tasks to do 4/6

HABILITATION

How can different positions be educated?

How can the company help the employees in development according to their needs? (synergy with the needs of company)

- **Example:**
- Winery owner: Enroll in MbC

Tasks to do 5/6

SYNERGIZATION

How can I contribute to my team, how can we cooperate?

How can the teams cooperate together?

- **Example:**
- **Marketing expert working with sommelier to produce social media content**