



In late 2016, Polly Thomas became the President of the CBIZ Employee Services Organization. From the beginning, she believed in the power of culture, and one of her immediate action items was to create a Culture Committee. Polly formalized the committee and Caitlin Waters became Chair of what was renamed the Culture Club. The purpose was to provide an open forum to share ideas and strategies for the local division to carry out corporate's mission and vision.

Fifteen employees volunteered to join the group and put together a cohesive business plan that included a year-long calendar with a budget. Since they had leadership buy-in early, they knew they could dream big but they had to manage their financial resources.

The Club took a thoughtful approach to a business plan that was research-based and surveyed the entire division to gather input for project ideas. They divided their plan based on coordinating and organizing group activities that promote and encourage:

- 1) team building (internal and external)
- 2) community involvement and
- 3) celebrating division successes.

They created four sub-committees (team building was broken into two sub-committees: internal and external) that were accountable to deliver on those areas. The group put together a flexible calendar with milestones. One example was to have a team building event outside of the office at least once a quarter.

There was also room for changes as innovative ideas came up. For example, the internal team building event conceived a fantastic campaign to promote people to get on their bikes during the Tour de France.