

NOVA

H A R V E S T

Culture Deck



Nova Harvest Culture Deck

Outline:

What is a 'Culture Deck' and why have one

Company Values

Communication

Integrity

Trust

Teamwork

Innovation

Management philosophy

Positive Environment

Expectations for employees

Deal breakers

Community

What is a 'Culture Deck'

- Inspired by Netflix CEO Reed Hastings^{1,2}
- Discuss our real company values
- Set clear expectations
- Living document with continuous input from employees (always a work in progress)

Sources:

[1: Masters of Scale podcast](#) Episode 8: Culture Shock with Reed Hastings CEO and Founder of Netflix

[2: Netflix culture deck slide share](#)

Company Values: **Communication**

Truly **OPEN** and **HONEST** communication is **vital** to the current existence and continued progress of Nova Harvest and maintaining a **positive working environment**.

What does that look like:

- You provide candid, timely feedback to colleagues
- You ask for feedback from colleagues and managers constantly
- You debate for the sake of knowledge and leave ego out of it entirely (what science should be!)
- You help create an environment where everyone feels free and encouraged to question authority and status quo
- Embracing conflict
- Respectful disagreement and fast feedback

Company Values: Integrity

“The way you do anything, is the way you do everything”

-JP Haste^{*}, Founding member of Nova Harvest

We have high expectations of employees, but it often comes down to the fact an individual must already possess strong work ethic and integrity which they apply to any and all tasks they pursue.

^{*}and other unknown sources

Company Values: Trust

- It must be earned
- We have to trust that everyone is pulling their own weight AND doing an excellent job
- Because we do such specific technical work we need to have a team that trusts each others quality of work and judgment
- Trust within our team reduces the need for micromanagement and allows employees to have freedom with responsibility. For this to work we have to trust that you have good judgement, integrity and do what is best for the company.

Company Values: Teamwork

Working together as a group is vital to our success as a company. It requires exceptional communication and team mates who consistently prove their integrity in their work which builds trust in the group.

We want people who do not compete with their team mates, but instead go out of their way to help each other and actively look for ways to encourage and build each other up. We want to create a non-competitive work environment³

Teamwork is important because in a team $2+2 = 10$. When a group can work together effectively, value is created greater than the sum of each individual working independently.

We actively and consciously use “WE” not “I”

Once a decision is made, Everyone gets behind it (after a constructive debate if needed)

Together we problem solve, we are not problem focused

Source: 3: [Not a team of super chickens](#) TED Talk

Company Values: Teamwork

Yes, sports team analogies are over done and a little lame, but this is a good one:

We are a professional sports team – not a family

- Professional sports team **do not compete within the team** but **work together** to reach a goal.
- They create a **supportive environment**.
- Unlike a family they **do not have unconditional love and support**.

If a teammate is underperforming they get benched.

Sometimes even the most superstar athletes underperform and are temporarily benched or put in a new position. This happens with support and real feedback from coaches and teammates. It is about what is best for the team after all not individual players.

Company Values: Innovation

As biologists we know the laws of natural selection apply to everything

As a business, together we must **EVOLVE** or **DIE**

The way in which we evolve as a company is to focus on **innovation** and allow for **flexibility** and **change**.

This means we are operating in a constantly changing and dynamic environment. If you are not a flexible person who does well with change this is not the place for you. Please do not apply.

Company Values: Innovation

beautiful
CHAOS

Purposeful chaos

Our pursuit of innovative solutions and ideas means that we are in a constant state of change and improvement.

It may not always seem intentional, but a certain level of purposeful and managed chaos is the method of our madness.

This is for a couple reasons:

- Informal chaos fosters creativity and innovation.
- We move quickly to try new solutions in order to evolve and grow.
- Honestly, we love the chaos, it's exciting, work is rarely boring.

Management Philosophy

Our view on management:

We want to avoid rules, bureaucracy and micromanagement

- We want to reduce the M & M's: Meetings and Managers as much as possible⁴
- Co-operation instead of complexity and rules⁵

Source: 4: Reduce [M&Ms](#) Ted Talk

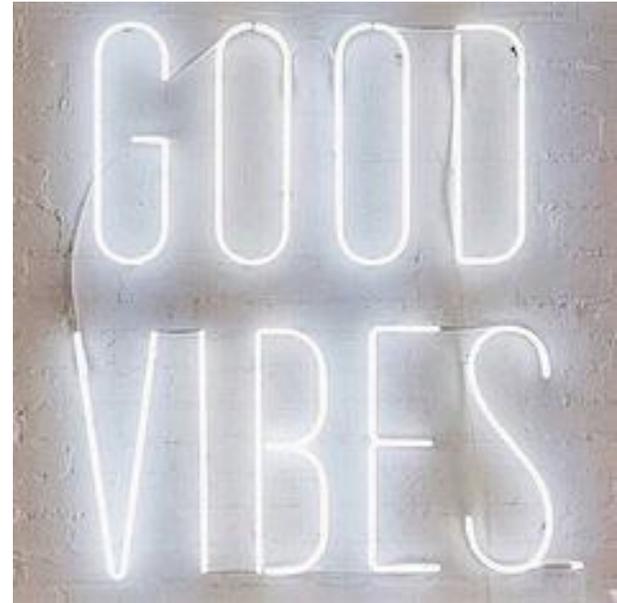
Source: 5: Reduce [complexity](#) Ted Talk

Positive Work Environment

We want to work at creating a positive work environment.

We also hope to attract genuinely happy and positive people who want to work with us.

Work takes a big portion of our of life, and we would rather it be an enjoyable experience.



Expectations for Employees

- Adequate work is not good enough – We expect **EXCELLENCE**
- You must take huge **INITIATIVE** ... and follow through on it
- You must have good **JUDGEMENT** that we can **TRUST** you to make the best decisions for the company.

This avoids the need for micromanaging and gives you freedom

- You must be a **First Principle Thinker**⁶ who is constantly asking:
And why don't we do it this way? What's best for the company?

Expectations for Employees

You are a truly **RESPONSIBLE** person because you are:

- Self-motiving
- Self-aware
- Self-disciplined
- Self-improving
- Act like a leader
- Don't wait to be told what to do
- You pick up trash lying on the floor

Deal Breakers

Finding new employees to join our team sometime feels like the most extreme version of online dating where after one view of a profile (or resume) and one date (interview) we then have to spend 40 hours a week together. It's kind of a big deal to us and so we have some deal breakers:

We do not tolerate jerks or disrespectful people

You must have exceptional attention to detail in everything you do

You must contribute to a positive work environment – No Eeyores

You must be able to give and receive constructive criticism well

You are able to debate in a constructive way without taking things personally

You must be flexible and adapt well to a ever changing environment

You must be a quick learner

You must not be easily overwhelmed and able to multi-task

You must have a sense of humour (if you can't laugh at how ridiculous geoducks look this might not be the right fit for you)

Other things that are important to us: **Community**

- We are lucky to be apart of the small but lively community of Bamfield B.C.
- Community is important to us at Nova Harvest and we want to attract people who care about being positive contributing community members, because when the population is small in numbers every person has an impact.
- Living and working in such a small community has its own sets of advantages and challenges.

For example: Everyone knows everyone and everything and your co-workers are also your neighbours.

When considering if this is the right fit for you as a work place, you also have to consider if Bamfield is a community you want to be a part of.
We are biased but think it is pretty awesome!

For more insight into life in Bamfield check out:

- [Bamfield Marine Sciences Centre](#)
- We are very lucky to be associated with BMSC and help facilitate student research projects when possible
- [**MUST WATCH:** A CBC Episode about Bamfield from the show 'Still Standing'](#)
- [Unofficial and very quirky local 'The Bamfielder' newsletter](#)
- [Bamfield Chamber of Commerce website](#)

Thanks for reading!

