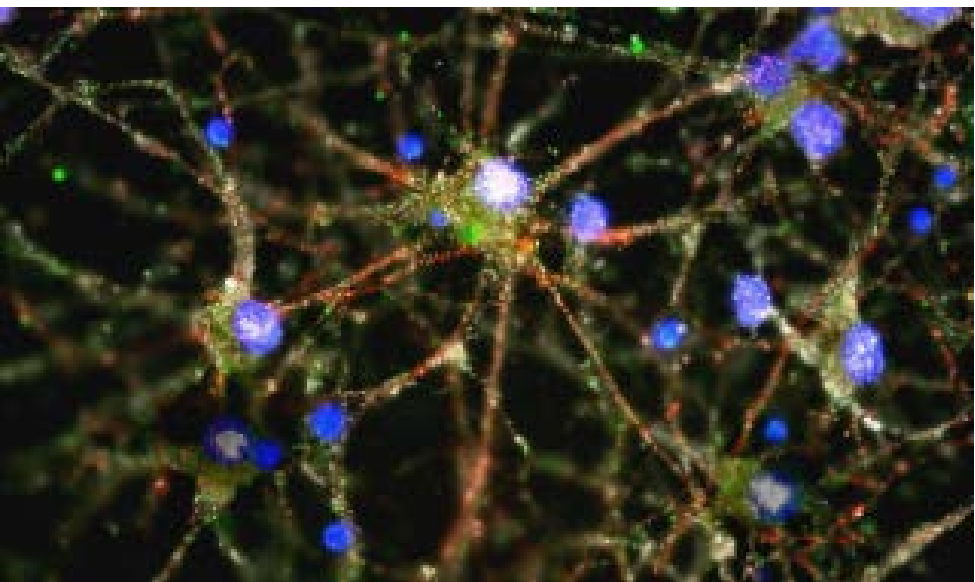


People Analytics: Continuous Feedback for Awesome Agile Teams



Kate O'Brien
HR People Analytics
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Agenda

- Introduction to The Broad Institute of MIT & Harvard
- A little about HR People Analytics
- A lot about measuring team effectiveness in agile teams
- Break-out exercise: applying Team Climate Inventory (TCI)
- Other ways we support agile teams
- Wrap-up, Q&A

Empowering a Revolution in Medicine



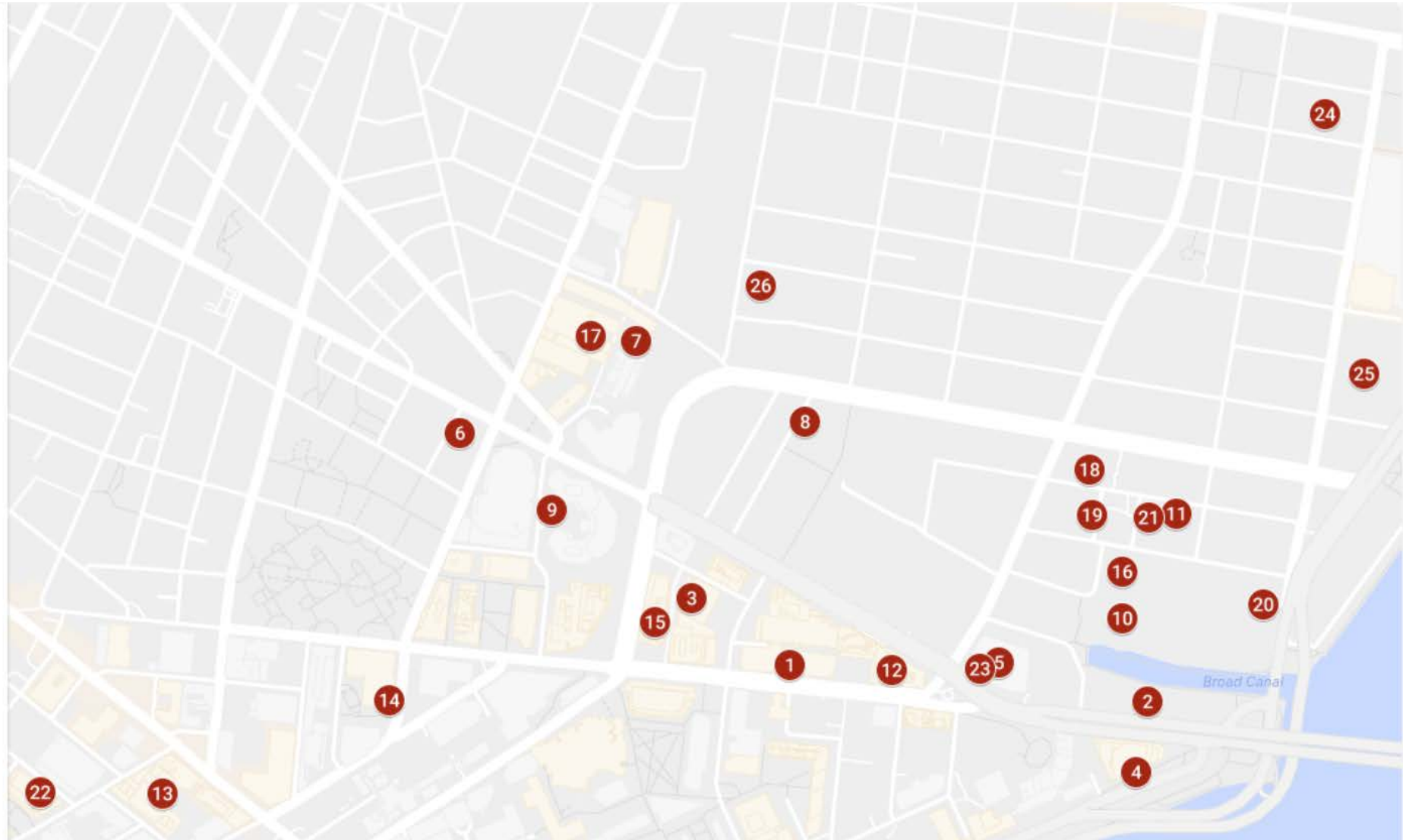
The Broad Institute of MIT and Harvard

launched in 2004 to improve human health by using genomics to advance our understanding of the biology and treatment of human disease, and to help lay the groundwork for a new generation of therapies.

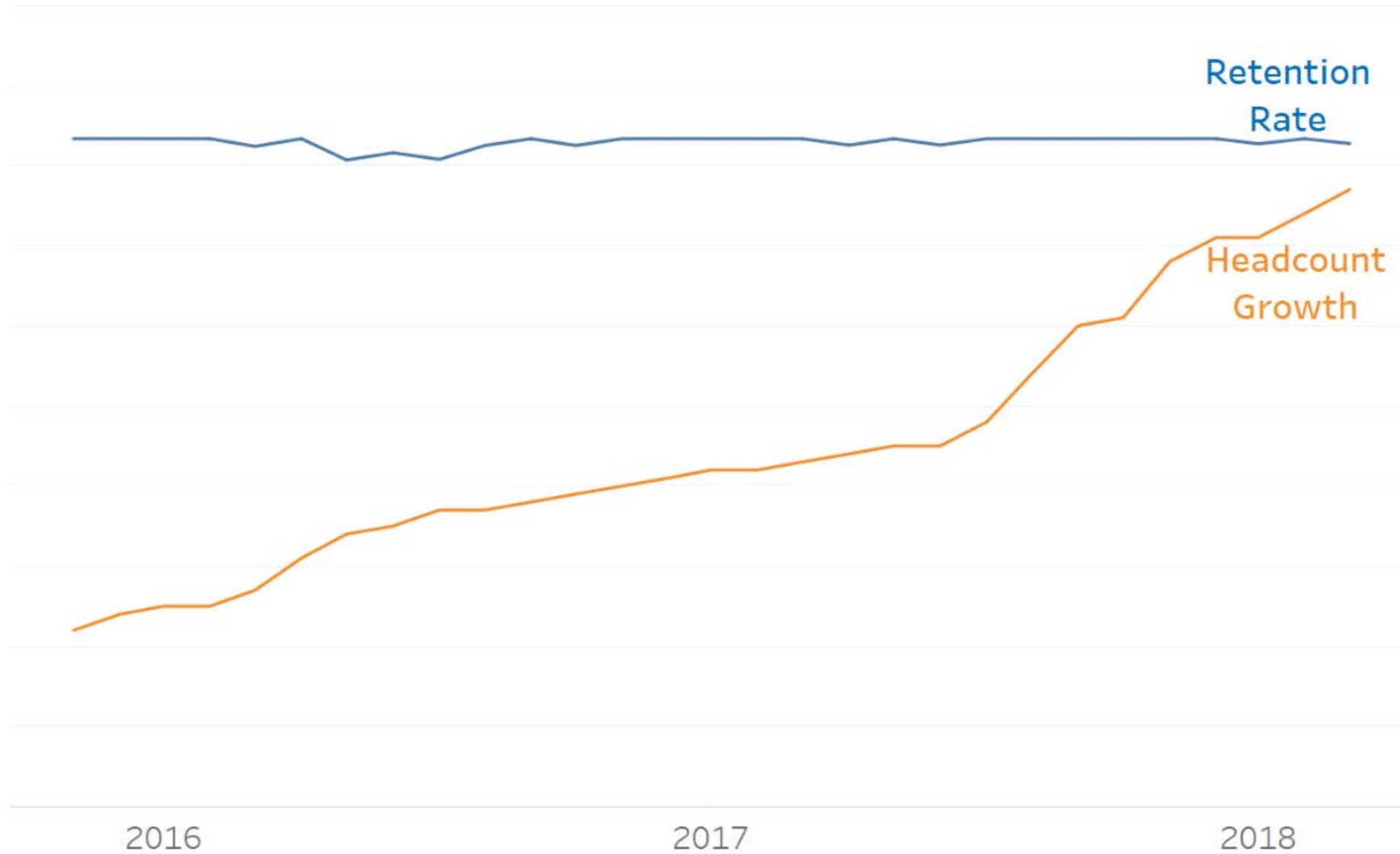
<https://www.youtube.com/watch?v=IC-dqmwXR3M>

There are 26 major biotech, pharmaceutical, and tech companies within ½ mile of Broad.

- 1 Google
- 2 Amazon
- 3 The Broad Institute
- 4 Microsoft
- 5 Facebook
- 6 Twitter
- 7 Amgen
- 8 Biogen
- 9 Draper
- 10 Eli Lilly & Co.
- 11 Ipsen
- 12 J&J
- 13 Novartis
- 14 Pfizer
- 15 Whitehead Institute
- 16 Sanofi Genzyme
- 17 Abcam
- 18 Alynlyam
- 19 Mass Innovation Labs
- 20 Mosanto Company
- 21 Shire
- 22 Takeda
- 23 Cambridge Innovation Center
- 24 HubSpot
- 25 IBM Innovation Center
- 26 Moderna Therapeutics



Data Sciences Platform (DSP) is growing and retaining our agile software engineers.



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HR People Insights


Mission: to improve our ability to position people and teams for success through better use of data and analytics

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Team
Effectiveness



Peer to Peer
Feedback

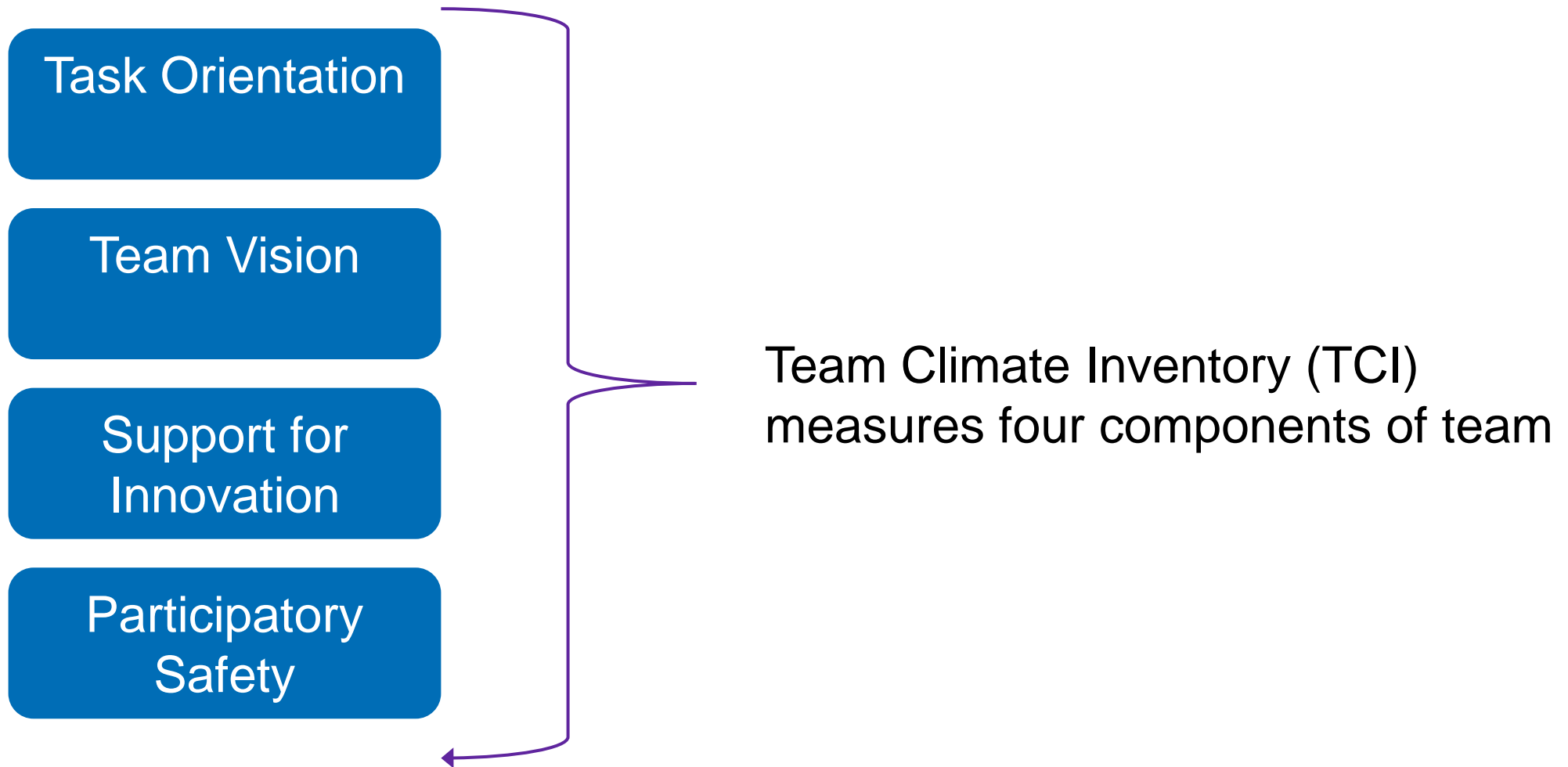


Engagement

Agenda

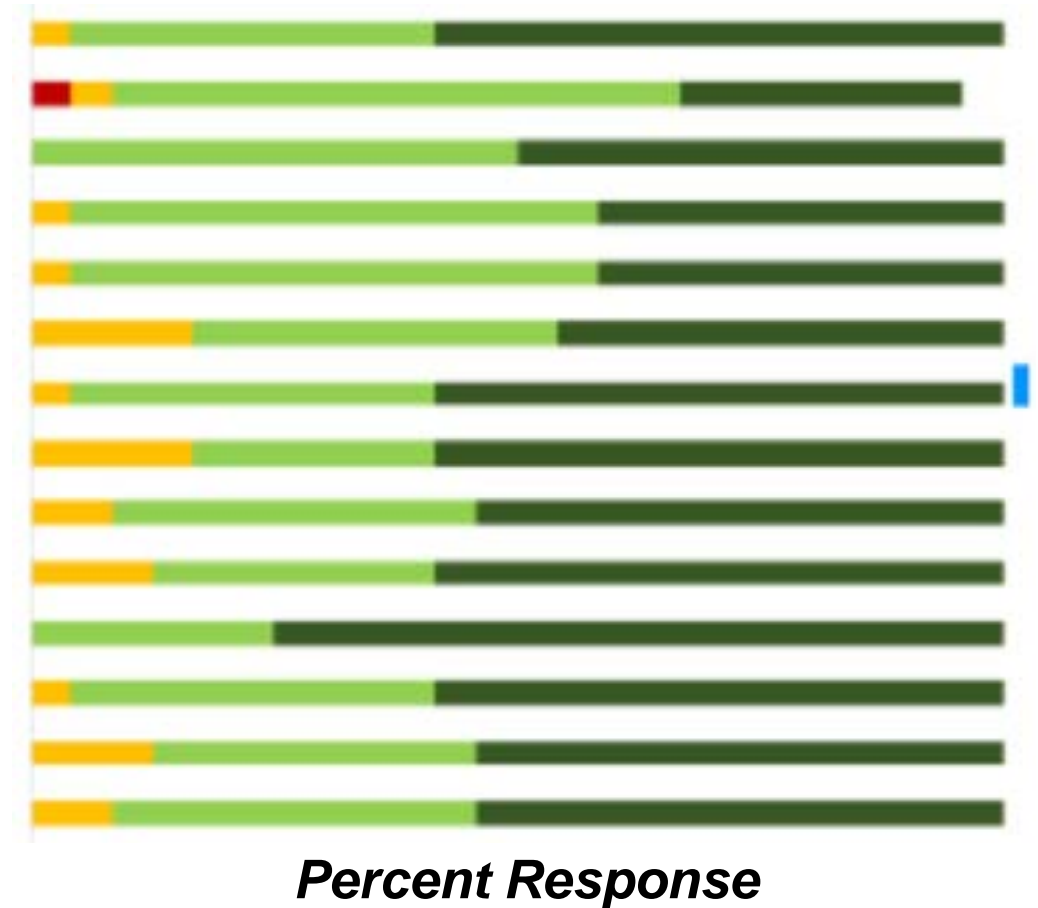
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Hypothesis: provide team effectiveness data to teams so they could make adjustments and thrive.

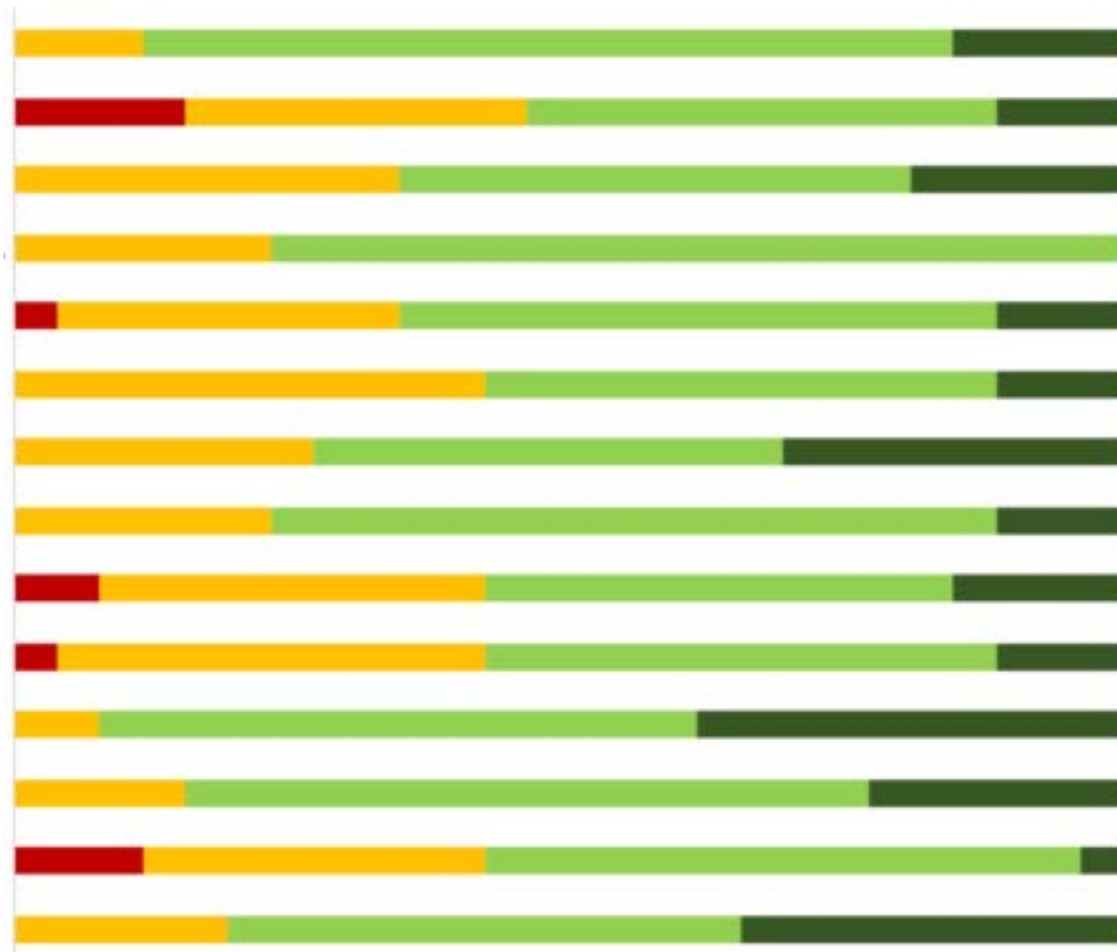


TCI gives feedback to self-managed teams.

- Types of statements:
 - “We have a we are in it together attitude.”
 - “We cooperate in order to help develop and apply new ideas.”
 - “We share information throughout the team.”



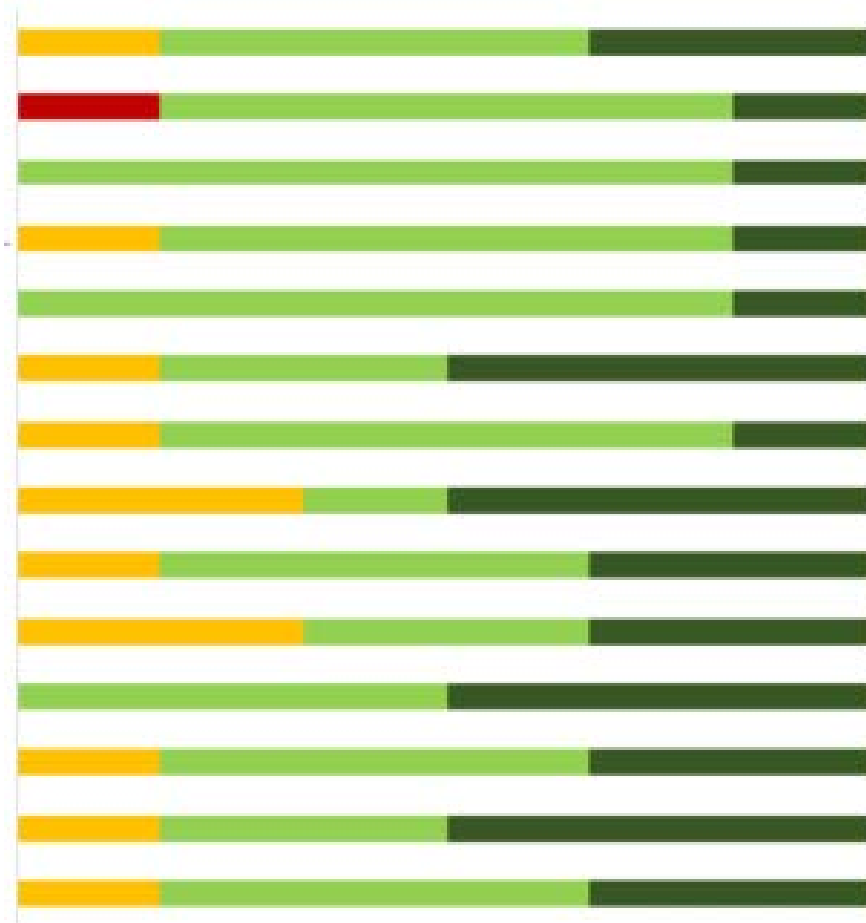
At a glance, the TCI shares the “health” of the team.



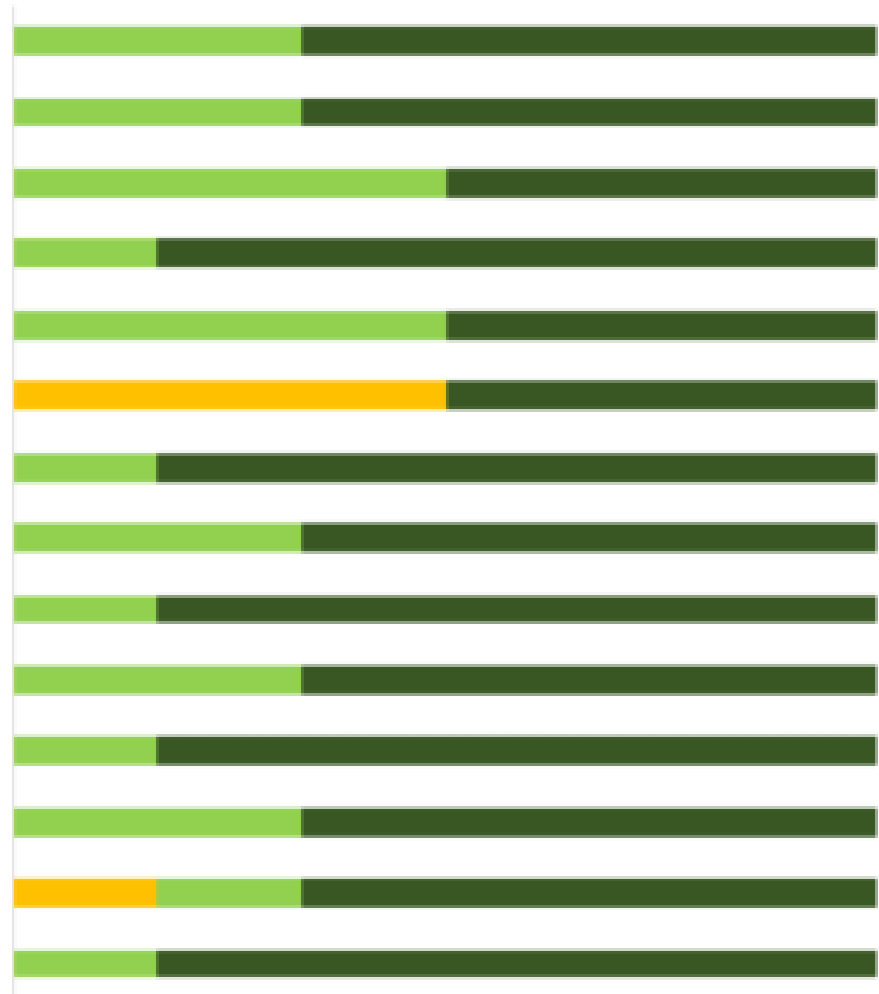
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Applying TCI: Review Results as a Team

- When looking at the results, what strikes you?
- What is interesting? Surprising?
- Which questions do you want to understand more about?

Applying TCI: Decide What Actions to Take as a Team

Take 2 minutes: what questions could you ask to help a team discuss their results.

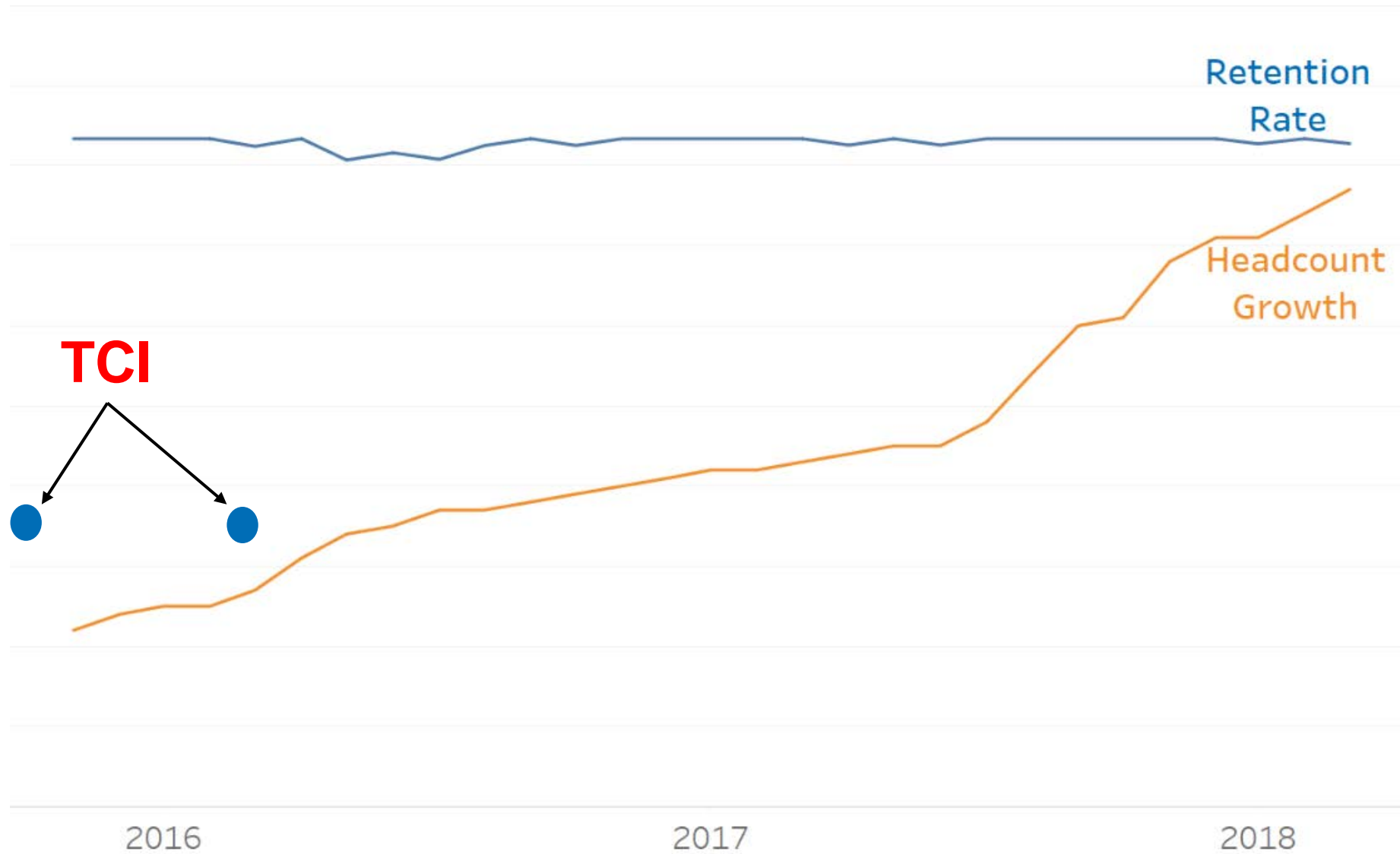
Applying TCI: The Magic Question

In order to get more green and dark green for this question, as a group what should we start, stop, and keep doing?

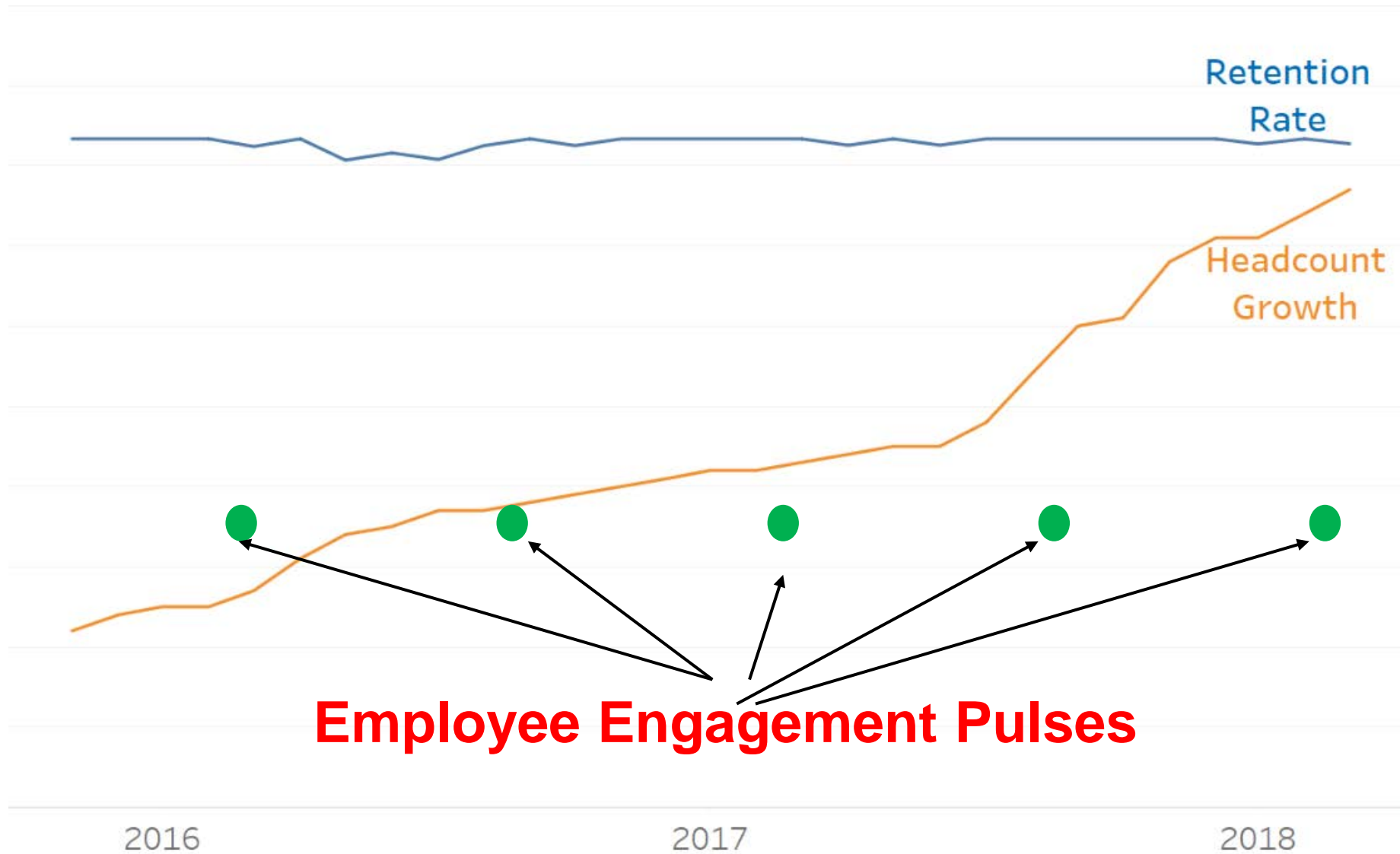
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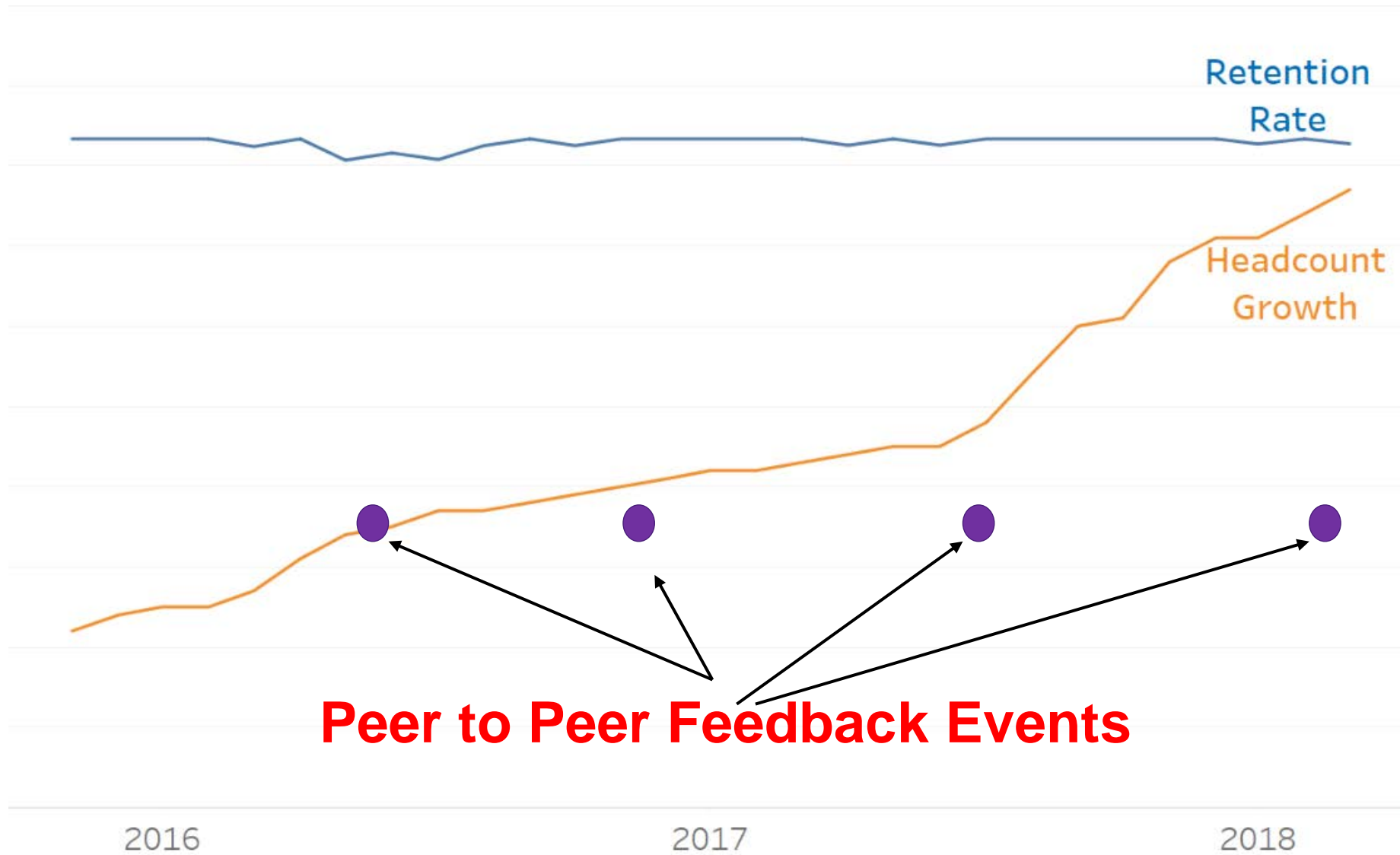
People Analytics provides ongoing data and analytics as DSP grows.



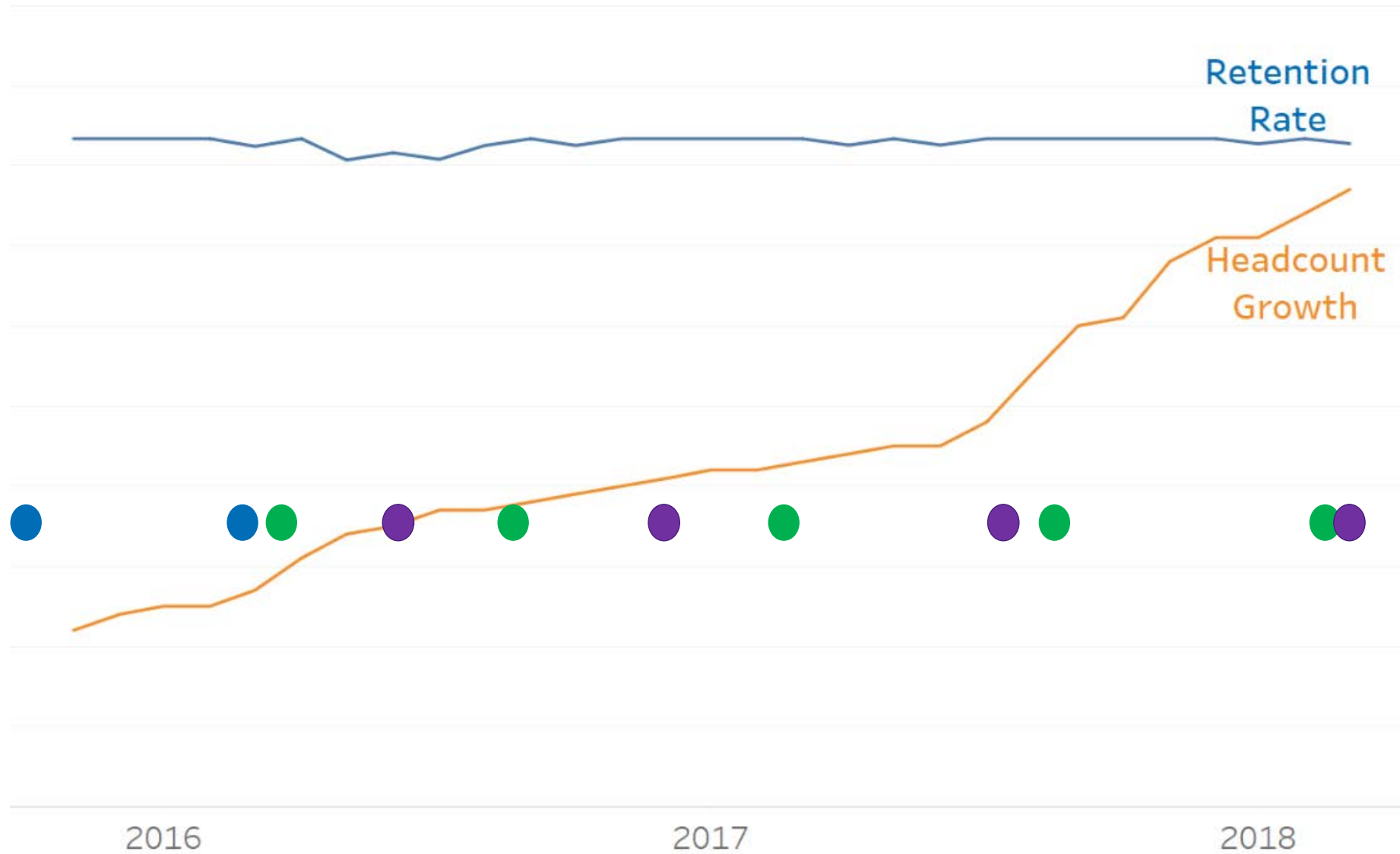
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The various analytics provide good lead indicators that we will be able to hire and retain the brilliant people we need.



Wrap Up