

How to Become the #1 World's Best Workplace



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Cisco's Culture Journey



An Employee's Perspective: Alex's Journey



Cisco's People Deal

Our People Deal was created based on feedback from our employees across the company

What We Offer



What We Expect in Return



People Deal

Our People Deal Framework

What you can expect from us

We'll help connect you with the people, information and opportunities you need to succeed. And we'll set the direction to meet our customers needs, with the speed required in today's market, and change the world for the better.

We'll provide an open and agile environment to explore your best ideas, challenge the norm, and develop your skills to help us disrupt the market and lead the way to a better tomorrow.

We'll welcome you to a team of the best and brightest; where your development is supported and we recognize the value of your contribution. Our satisfaction comes from our collective ability to make a meaningful difference in the world.

Connect everything.

Shape our business for the future

Innovate everywhere.

Set the pace for tomorrow

Benefit everyone.

Bring our best and win together

What we ask of you

You align your work to our business goals and our customers' needs. You connect with your peers to deliver the best outcomes and results and you take no excuses. You understand that by connecting the unconnected you can make amazing things happen.

You relentlessly pursue a better, smarter, and faster tomorrow. You take bold risks and innovate to help our customers reach their full potential.

You commit to living our values and believe in winning together. You share knowledge, offer support, respect and care for each other and everyday you contribute to our shared success.

The Moments that Matter

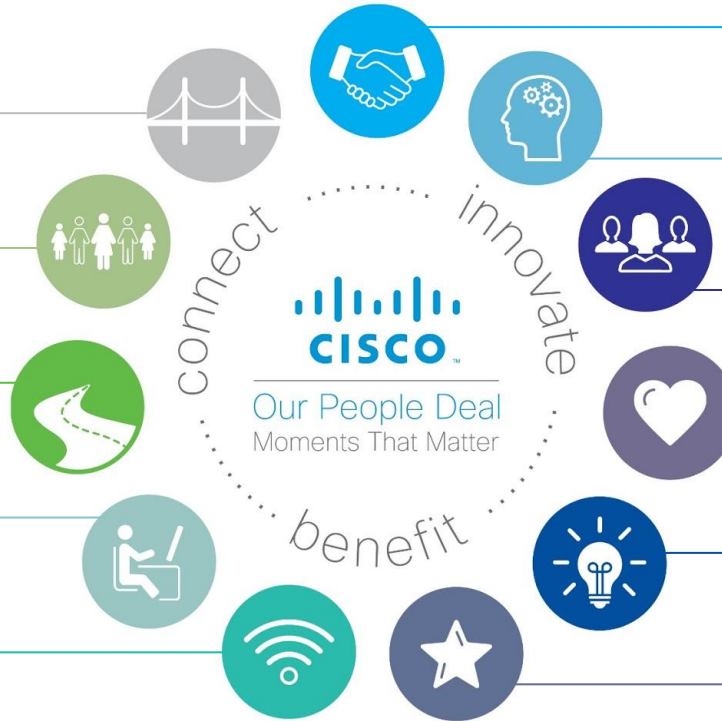
My Making a Difference
Be The Bridge . . .
to your cause
to your team and community
to global impact

My Team
Best Teams
Team Space

My Lasting Impression
Alumni Network
Listen, Appreciate, Respect

My Workplace
Workplace Environment
Workplace Amenities
Workplace Technology

My Technology
PC Refresh
My Cisco
Internal Tools



My First Impression

Interview
Offer
First Day

My Development

Individual and Team Learning
Talent Marketplace
One Cisco, Many Careers

My Leader

Selecting Motivated Leaders
Developing Leaders
Coaching Leaders

My Personal Experiences

Life's Changing Moments
Life's Challenging Moments
Life's Milestone Moments

My Innovation

Innovate Everywhere Challenge
Innovation Hub
Tools, Training, and Innovation Spaces

My Rewards

Connected Recognition
Pay and Benefits
Perks



Our Principles



GIVE Your Best

Show that **desire** to be at your best, connect with others to share quickly with whoever needs it; open your mind to ideas from everywhere and anywhere - and use them to build on the possibilities to pour a little drop of love into our customers' worlds.



GIVE Your Ego The Day Off

It's the best solution our customers need, not the best-protected Cisco turf, so support that solution, whatever the background of the person or team who came up with it. Have the debate and have a backbone. Make your point, then commit to what's been agreed and deliver it with agility and pace.



GIVE Yourself Something Of

A simple smile or "hi" every day is worth its weight in gold, so don't hide it away. Show care and consideration to your colleagues, our customers, our communities, our partners and the world we all share. Be worthy of trust. Be an inspiration. Be delightful to everyone. Even if you don't like them.



TAKE Accountability

Whatever comes your way, understand it and be personally accountable for its success. Assume the answer's "yes" and that you don't need to wait in line for permission. Check the data but don't let that slow down taking responsibility. And ... deliver.



TAKE Difference To Heart

We become bigger as individuals and more powerful as a collective when we respect and value what makes us so special - our unique, personal differences. Inclusion will always beat exclusion.



TAKE A Bold Step

Whatever your position, show leadership and courage when it comes to innovating and disrupting. If it doesn't feel safe, be secure in the knowledge that shooting for the stars will always be a part of who we are. Together we can figure out how to get there so let's dream big.

Cisco's World's Best Workplaces Trend



Recorded since 2011
See notes in agenda

Cisco Confidential

2016 ->
Our People Deal
CEO transition
Experience over Process



