

Stoneridge Software Creates Long Term Culture Change using Everyday Inclusion



A complete DEI solution for your business!

At a glance

Technology firm Stoneridge Software needed to drive meaningful, long-term culture change as a fast growth organization. The HR and L&D teams saw the potential of Everyday Inclusion to provide powerful data, DEIB content expertise and seamlessly scale their work. They understood the utility of the data to drive informed coaching and support for managers, and programming to meet employees' current interests and needs, actively demonstrating that employee listening is a top priority.

Key Insights

As the war for talent and retention grows, the team at Stoneridge Software faced new challenges. "Growing the best team means hiring and retaining the best talent. You can hire all day, but if we don't have psychological safety or a culture of inclusion, those talented employees are just going to exit right away." said Lindsay Millett-Glass, Director of Learning & Development

"When we hit 1,000 badges, we did a big announcement on our company's internal Teams diversity page. Everyone was cheering and getting really excited about that collective accomplishment." LMG



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CHALLENGES

Hiring and developing a talented tech workforce is difficult, and being a fast-growth organization presents an extra set of culture challenges. The HR and L&D teams needed to stay current to recruit and retain top talent that's prepared for their 'day job' while also being aligned with company core values. So how would HR and L&D focus on culture while dealing with the rigor of the tech industry?

SOLUTIONS

Stoneridge knew they needed to create a culture of trust and commitment to their employee's inclusion. "This past June our CEO said, 'I want to talk about psychological safety and how it is the number one thing that's going to help us grow people.' We incorporated learning from Everyday Inclusion, watching Inclusion Interviews to understand lived experiences. We're taking a concept and humanizing it and mirroring a way for our teams to have conversations in a productive and safe way, allowing them to build the psychological safety the CEO wanted."

OUTCOMES

Creating a Culture of Psychological Safety

1

"Since we launched Everyday Inclusion, every pulse survey we're finding an increase in people saying that their managers are helping them feel as though they belong."

Front Line Leader Support

2

"We meet every two weeks with the Chief People Officer and People Business Partners (HRBPs) to look at our data, especially search since we've always gotten really good data from the search terms. We're able to look at that and the PBPs are able to target their conversations to managers."

Strong Recruiting

3

"We're big on saying 'come work for us we're fun and awesome.' We have a full list of benefits and Everyday Inclusion is right there. Our Talent Acquisition team is saying people are absolutely thrilled about our commitment. We can watch as new hires are coming in and we're having more people install because we included in our onboarding."