



Working culture @Aalto after pandemic

Organizational Development course
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Our Journey

2020

Aalto Strategy 2021 -> launched



Remote teaching & working 16.3. ->



Aalto Day 1 1.9.2020



Pulse Surveys ?

University Preview Oct

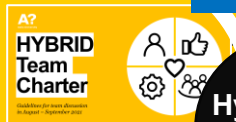
Hybrid way of working one of the major trends

2021

Back to remote working Nov

HWW trial mode Oct

Pulse Surveys ?



Hybrid way of working support

Teams returning to campus

Values & Way of working campaign

2022

New HWW trial mode April

Wellbeing Survey ?

Pulse Surveys ?

2023

Flexible way of working



Project work - background

Current assumption:

- Employees who joined during pandemic are not fully integrated into our work community
- Pandemic increased working in silos. The working culture and the sense of community is still emerging after the pandemic

Possible challenges:

- Missing sense of togetherness - feeling disconnected – wellbeing challenges
- Engagement (emotional commitment) challenges
- Less connection to our organisation and its culture - working across boundaries challenges
- It takes longer to be proficient in one's role and reach full performance potential
- Retention challenges

*- Diversity is part of who we are
and we foster a community that
shines by working together -*



Project work - challenge

How to strengthen inclusive community after pandemic

- How have we succeeded to ingrain *Collaboration* –value into our ways of working during the pandemic?
- What are the elements necessary for creating an inclusive community?
- What kind of actions (in different organisation levels) we should take to strengthen the sense of belonging?
- How can we utilize our campus to strengthen the sense of community?

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Input data and materials

- Materials
 - Aalto Strategy and way of working –materials
 - Aalto Culture development project –materials
 - Onboarding process –materials
 - 2023 University Review summary concerning values and way of working
 - Some personnel data, e.g., attrition rate
- Data from surveys
 - Aalto wellbeing survey - autumn 2021 results
 - Pulse survey results
 - Leesman-survey results
 - Mopa-survey results

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