

facebook

BE OPEN

Make escalation

"legal"

- Utilize Facebook
- Weekly Q&A



Remove opportunity for bias in hiring

- Don't hire simply for an open req
- Hire the best people first; pick teams later
- Feedback provided without influence by others



Take the word "politics" out of conversations

- "Politics" is often a lack of communication
- Ask for the "who" and "what" — specifics will mitigate the meme

Hold everyone accountable for feedback

- 360 reviews
- share review packets



Ask yourself:

- How do your engineers think about culture?
- Does that impact how you hire and retain people?
- Are you going to do anything about it?

facebook