



wikia 2016
**COMMUNITY
CONNECT**

Culture and Values

Wikia Communities



Culture and Values

Jon-Paul Ales-Barnicoat, July 10th, 2016





Culture and Values

Wikia Communities





Presenter's Name: Jon-Paul Ales-Barnicoat

User Name: JPAB1210

Job Title: Vice President of Global Talent

Start Date @ Wikia: October 5th, 2015

FANDOMS:

- Hawaii and Surfing
- Batman
- The New England Patriots



Culture

What is Culture?



There are many cultures: professional, corporate, educational, national (with geographical differences), religious/spiritual, sexual orientation, generational, family and gender and community.

All of these cultures influence us—we see the world through our cultural lens.

We learn culture and cultural language is not inherited.

**Profiles in Diversity Journal "Culture Values and the Impact at Work" by Sunniva Haggerveit-Aoudia*



Culture

How does culture influence us?

Culture is the way
you think, act, and
interact.

A number of cultural aspects influence the way we interact with other people, including national culture, gender culture, corporate culture and various communication styles. All these elements influence;

- how we conduct work
- our behavior and style
- our use of language
- how we solve challenges, problems, and conflicts
- how we negotiate and
- how we go about creating relationships.

** Profiles in Diversity Journal "Culture Values and the Impact at Work" by Sunniva Haggerveit-Aoudia*



Core Values

What are Core Values?



Values are the foundation on which we perform work and conduct ourselves. We at Wikia have very specific values so important to us that they are core values we all abide by.

In an ever-changing world, our core values are constant. Core values are not descriptions of the work we do or the strategies we employ to accomplish our mission.

Our values underlie our work, how we interact with each other, and which strategies we employ to fulfill our mission. The core values are the basic elements of how we go about our work.

They are the practices we use every day in everything we do.



Our Core Values

Balance



*Wikia Inc. is an organization focused on creating a compelling employee experience for each and every individual. That experience is in alignment with Wikia Values and provides a **BALANCE** between the needs of our employees and the needs of the business, our customers and the communities. We strive to make the employee experience great through services we provide and our partnerships internally to achieve greatness in areas impacting our employees.*

- Ann Watson, Global Vice President of Human Resources



Our Core Values

Collaboration



*“On my team I see this every day as we **Collaborate** on making statements to our users. Whether it’s an email response, product documentation or a blog post — every word counts in this rapid-fire world, and every statement matters when you’re the voice of the company. We regularly rip each others’ writing to shreds and that’s just part of the job. We trust that we’re all in it to win it.”*

- Bert Hall, Director of Community Support



Our Core Values

Community



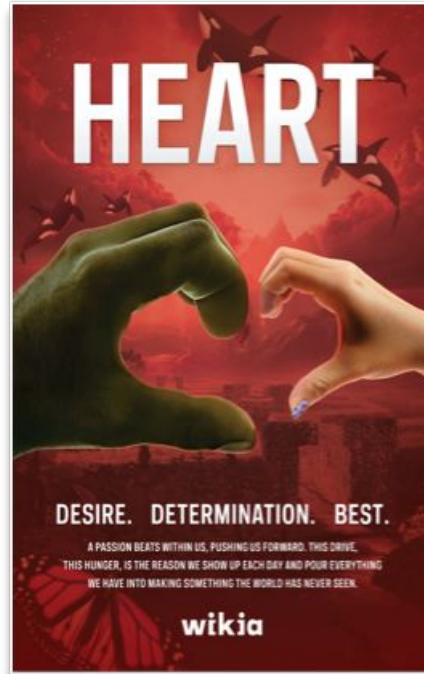
"Fandom harnesses the power of an open network of fans, die-hards, and experts to create an experience where knowledge and passion are shared driving us forward as one."

- Jen Burton Vice President of Community



Our Core Values

Heart



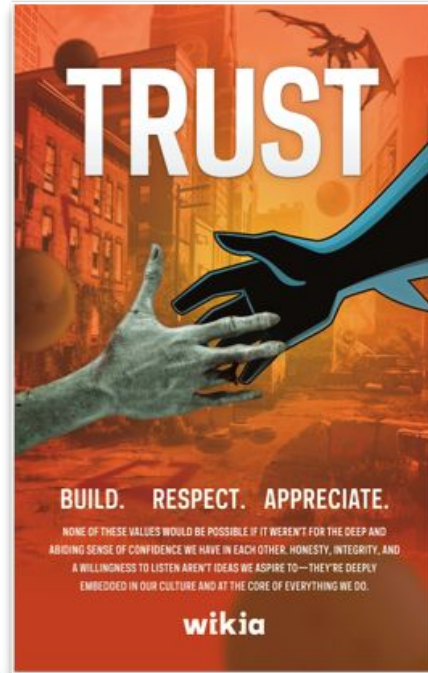
"I came to Wikia as a superfan, and I immediately found that everyone else here was one too. We love what we do, and we strive to give all fans a platform so their voices and their passions can be heard by fans all throughout the world. That's why we work so hard every day to make Wikia a thriving global community".

- Brandon Rhea, Senior Manager Fan Engagement and Support



Our Core Values

Trust



*“We all **Trust** one another to do our jobs and do them well. But it goes beyond that, because I think we also trust that others will call out if they see you making a mistake. That’s a deeper trust, to have confidence that we all care enough about shared success that we can set ego aside and look honestly at a possible misstep, without defensiveness or self-doubt. To believe that someone is pointing out a problem because they care, not because they’re trying to make themselves look better”.*

- Bert Hall, Director of Community Support



Thank You

