



Neelam

Culture

4+

years with us

58+

events hosted

1M

smiles created

I started my journey here at GBR as the Executive Assistant to our CEO, Brett Rossmann, while working under the HR team. The more I collaborated with HR culture initiatives,

I realized that a role in supporting company culture and people was where my true passions lies.

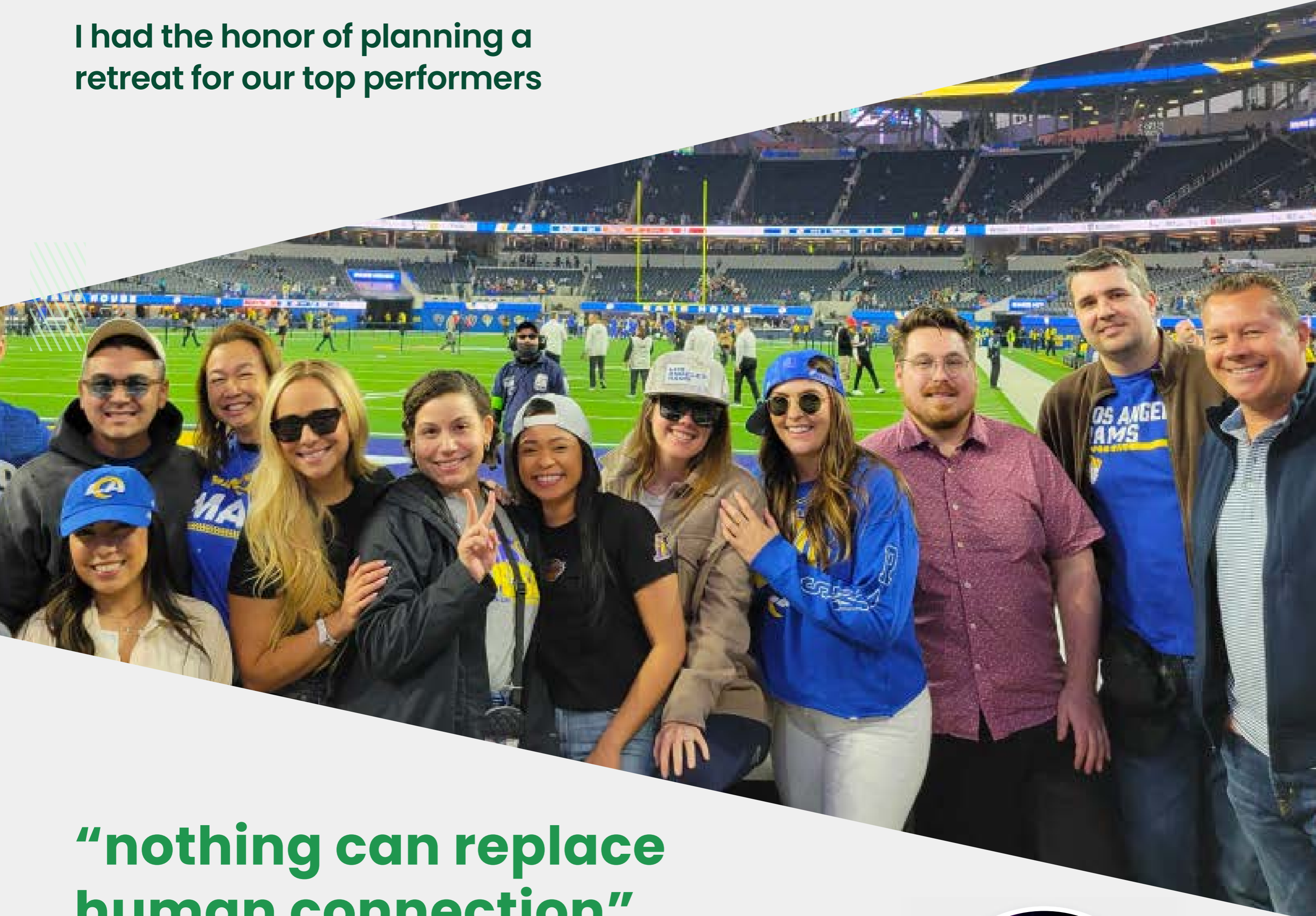
Now, I have been able to fully lean into my role as the Culture and Engagement lead, and create a direct impact in our employee experience. It is truly rewarding to represent and facilitate moments for our team to stay connected and aligned with one another.

The people are everything

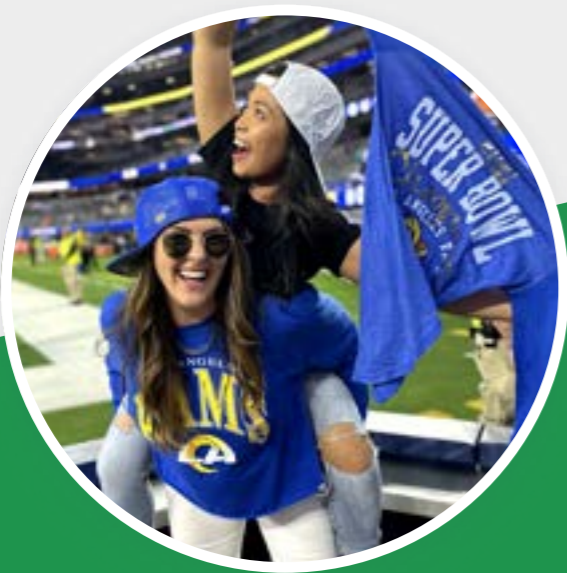
After over 4 years, my main motivation for staying with GBR is our people. We have a great team with individuals who truly value their working relationship, business impact, and integrity. It's easy to choose working here when you have a supportive and nurturing environment.



I had the honor of planning a retreat for our top performers



“nothing can replace human connection”




We don't always get to see each other in person, especially with our team spread out across the country, and being able to have face time with key leaders in our organization was invaluable. It was a great reminder of how nothing can replace human connection.

Our team left that weekend with a lot of inspiration and fire in their hearts to bring some of this energy back to the org. And our top performers created a new collaborative “fireside chats” meeting. These fireside chats invite everyone from across departments to come together and find solutions, inspiration, and to ignite each other through the challenges.



Embracing Challenges

At the beginning of 2020, our entire workspace changed. We were completely remote, no office in sight. It was challenging to create a remote work culture that still felt authentic, genuine, and engaging. We had no blueprint for a fully remote work culture, especially when 90% of our team was working from the same office. Now, we have employees all over the country and the world! And it's allowed us to expand our business impact even further by opening the door to talent all over the world. Although we operate a remote-first workplace, our team has been able to maintain a strong work culture despite varying time zones across the country and the world. It's amazing that our team continues to create strong working relationships despite not seeing each other in an office every single day.



Crucial for Success

Always have a plan and make sure to take accountability for your growth. There is a lot of responsibility on managers to create career ladders and growth strategies for their team. And there is absolutely nothing wrong with seeking partnership from your manager to create promotion plans or growth plans in your career. But I think it's important for every individual to take accountability for the career that they want to have. Don't be afraid to create a plan of how you want to grow within an organization! It helps both you and your manager to align your wants, needs, and strengths to the organization in the most impactful way.