



Increased engagement, safety, and connection for distributed teams

OBJECTIVES

A 200-person Silicon Valley Bank team doubled their workforce in 18 months and needed a way to build a vibrant culture for their distributed team. New hires especially needed a way to feel connected to the company and build authentic peer relationships, but faced challenges due to their geographic distance.

SOLUTION

SVB's employees participated in Unity Lab's C3 program. They were placed in groups of four peers to complete a five-module program that empowered them to develop a deeper sense of purpose at work, take new actions, and build high-trust relationships with their peers.

IMPACT

- **CLARITY:** "I have more strength and clarity of purpose which is a constant reminder to be a better person."
- **ALIGNMENT:** "I think more about ways I can find and incorporate my purpose through my career, rather than seeing it as something separate."
- **EMPATHY:** "It is nice to have validation, from other people that aren't on my immediate team, that we all have similar needs, wants, and desires, and can rely more on others."
- **SELF-AWARENESS:** "I was able to find out other people's view of me- an incredibly refreshing experience to go through. It leveled my perspective of myself and helped me see the good sides of my character."
- **PSYCHOLOGICAL SAFETY:** "I appreciated having a safe space to talk to my colleagues, and to step outside of my comfort zone. The most eye opening exercise was the feedback exercise. Very eye opening."

AT A GLANCE

Challenges

- Rapid team growth
- Remote / hybrid isolation
- Employee engagement

Results

- 95% experienced empathy from their peers
- 83% took new actions
- 79% improved their work relationships
- 76% developed new daily habits



Unity Lab's unique approach helped us engage and connect our growing workforce.

We realized significant gains in employee engagement, psychological safety, belonging, and retention.

Chris Pollak

Head of Analytics & Sales Operations