



TRIBAL

Science & Engineering Implements TRIBAL for Culture & Connection

Science and Engineering Services, LLC (SES) knows how important it is to be cutting edge. SES is at the forefront of technology in applying comprehensive research, engineering, and manufacturing capabilities to emerging areas. As a recognized leader in system modification, integration, and training of rotary wing, fixed wing, and unmanned aircraft, they stand by their commitment to employ a global reach with a personal touch.

This high standard of excellence is the foundation for how they lead their employees. While SES excels in fostering community by providing opportunities for their people to participate in culture-building events, there was no consistent way to update them on company news or leader announcements, and no quick way to notify them in case of emergency. Tools such as email, intranet portals, and standard communication channels were not working. SES was determined to strengthen their culture by connecting their people to each other, and they knew they needed to find a way to help leaders disseminate valuable information to their people.

Anglier Baker, VP of Contracts and leader of SES's Employee Morale Recreation Committee (EMRC) championed TRIBAL to help their distributed and diverse teams build relationships and team effectiveness. Employee voice was equally important in her choice, and TRIBAL was the perfect solution.

TRIBAL offers a real time company news source with relevant, inspirational content, allowing all employees to connect and get to know each other through their unique voices. Because TRIBAL is both a top-down and bottom-up solution, it provides leaders with a platform to share meaningful company content while at the same time allowing employees at all levels of the organization to contribute content that is meaningful to them personally. This ensures the solution is accessible, unifying, and significant.

The SES selection and deployment of TRIBAL launched in early 2020, and since its adoption, Anglier is especially pleased with the inspirational, TRIBAL-generated, employee stories: "We're excited about TRIBAL and its ability to help connect everyone on our team through our stories. We've learned if we know each other better, we can support one another as we learn and grow together. We are linked in a way that we care more about giving our best for our team, company, and customers! And TRIBAL is helping us do this every day!"

As Adoption Grows, So Does the Reach

TRIBAL is supported by executive leadership, including Ralph Pallotta, COO of SES, who says, *"With the app, we will be able to reach the entire organization, including employees who do not have company emails. We're fortunate to have TRIBAL at our disposal."*



Science & Engineering Services, Inc.

SES is an industry leader in the modification and integration of manned and unmanned aviation platforms, support to ground systems, and aviation training.

Challenges (and Opportunities):

- 50% of SES employees are veterans
- SES struggles to reach all employees through typical communication channels (many employees do not have SES emails and miss important information)
- High standards for training
- Emphasis on innovation

Goals:

- Need to unite teams in a common purpose
- Connect employees to meaningful communications
- Ensure everyone has a voice and access to share their stories
- Reach all employees on personal devices for accessibility

Results:

- Roll out to over 1000 employees
- 100s of leader and employee stories shared
- Executive leadership is using TRIBAL to communicate and share vital information with employees during the government-mandated shutdown
- Improved opportunity for connections between individuals, teams, and leaders during COVID-19 crisis

TRIBAL is a digital platform that helps leaders and organizations build stronger, more inclusive, and innovative teams through resources and inspirational stories of hope, help and purpose.