

A wide-angle photograph of a large audience seated in a warehouse-like space. The audience is facing a stage area with multiple screens displaying a presentation. The venue has a high ceiling with exposed steel beams and large windows. The seating consists of blue and yellow plastic chairs. The overall atmosphere is professional and modern.

A CULTURE AMP EXPERIENCE

CULTURE FIRST

Illuminated Notes By **Forest Stearns & Adam Rosendahl**

CULTURE

On July 29-31, 2019, Culture Amp brought together prominent innovators and leaders in organizational culture for the second annual Culture First conference in San Francisco.

We invited Adam Rosendahl of LATE NITE ART and Forest Stearns of DRAWEVERYWHERE to capture the unique perspectives and ideas of each main stage speaker through an artistic process called *Illuminated Notes*.

We hope this series of drawings inspires you to keep these meaningful conversations alive and to continue sharing what you learned. Thank you for being part of this remarkable experience - now let's build a better world of work together!



LATE NITE ART



Day One

A CULTURE AMP EXPERIENCE

**CULTURE
FIRST**

Culture Amp

SAN FRANCISCO 7-29

Welcome 2019

DIDIER ELZINGA

- ① BELIEVE IN CULTURE FIRST
- ② MAKE IT HAPPEN GROUP
- ③ CUSTOMER

THE INDIVIDUAL LEVEL! +

BEING ALIVE & HOW WE
DO IT... +

Why? ++

CULTURE
FIRST

San Francisco

FOREST STEARNS •
DRAW EVERYWHERE

• ADAM ROSENDAHL
• LATE NITE ART

ILLUMINATED
NOTES 19

Enable
The People Side

ENGAGEMENT & PERFORMANCE
FEEL PRODUCTIVE

ROD
HAMILTON

MOTIVATION
WISDOM
PERSONALIZED
SUPPORT

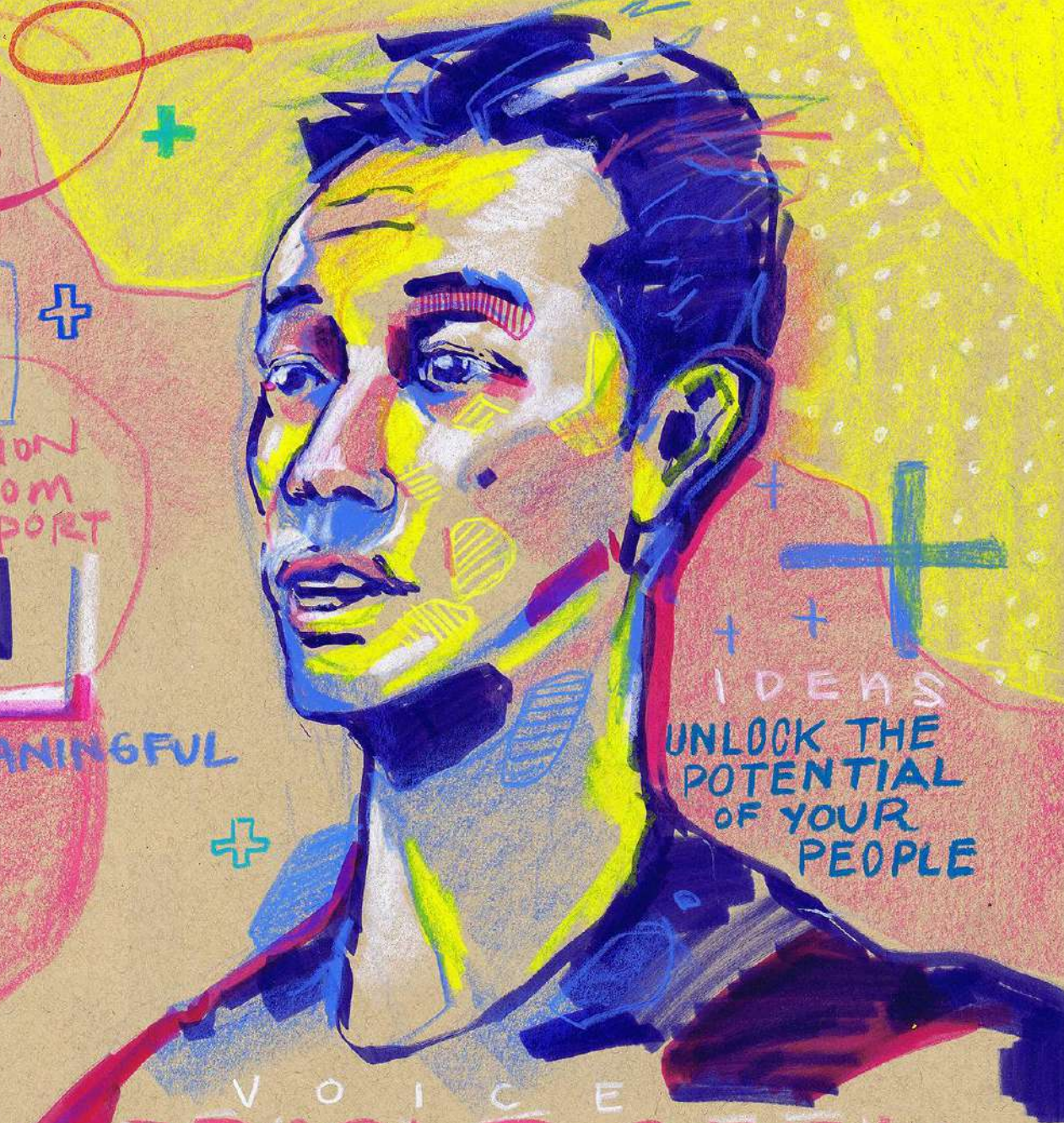
DRIVE MEANINGFUL
ACTION

THANK YOUR
INSPIRATION

CULTURE
FIRST 2019

FOREST STEARNS
DRAW EVERYWHERE

ADAM ROSENDAHL
LATE NITE ART



IDEAS
UNLOCK THE
POTENTIAL
OF YOUR
PEOPLE

VOICE
PEOPLE GEEK
POTENTIAL OF PEOPLE

ILLUMINATED NOTES

IN VISION
MARK FREIN

WELCOME

WE ARE IN EACH OTHER'S
HOME!!

MAKE SURE THE
SUPPORT IS ENABLED

INTO PRODUCTIVITY & INTO
CULTURE

DESIGN THINKING

HOW TO INVOLVE USERS?

human
Experience

CULTURE FIRST 2019

FOREST STEARNS
DRAWEVERYWHERE

ADAM ROSENDAHL
LATE NITE ART

ILLUMINATED
NOTES 19

CHIEF PEOPLE OFFICER
CULTURE AMP

GOLBIE KAMAREI

THE JOURNEY TO CULTURE FIRST

BUILD AUTHENTIC COMMUNITY
BY KNOWING PEOPLE

WHAT IS EMPLOYEE
EXPERIENCE

BE SEEN.

A GROUP OF PEOPLE
OF WHICH WHOM YOU
CAN BE REAL

GIVE A LOT TO
BELONGING

SHIFT PRIORITIES
NEED TO MEET FUNDAMENTAL

Develop a Roadmap

ASK & SHARE

CULTURE FIRST 2019

FOREST STEARNS
DRAWEVERYWHERE

ADAM ROSENDAHL
LATE NITE ART

ILLUMINATED NOTES '19

creating a roadmap for change

CULTURE IS FUEL

COMMUNITY & CONNECTION
OUR SHARED GOALS
UNITE US.

INSPIRE
ENGAGE
ELEVATE

Win with
Style

10/1

CULTURE
FIRST

2019

NATASHA KEHIMKAR
TED KRANTZ

APPANNIE

FOREST STEARNS
DRAW EVERYWHERE
ADAM ROSENDAHL
LATE NITE ART

ILLUMINATED NOTES OF TED KRANTZ, NATASHA KEHIMAR, & DAMON KLOTZ - BY LATE NITE ART + DRAWEVERYWHERE



Day Two

A CULTURE AMP EXPERIENCE

**CULTURE
FIRST**

the Culture First Journey

Co-FOUNDER & CEO

DIDIER ELZINGA

CULTURE AMP
ADVENTURES!!

SHARE THE THOUGHTS & FEELING

WHAT KIND OF WORLD
WOULD YOU CREATE?

*story telling is how
I make sense of
the world*

CHALLENGE
TO BUILD
SOMETHING
BIGGER.

YOU ARE THE EXPERT
OF YOU!
LET YOUR VALUES
SHAPE YOU.

CULTURE
FIRST

2019

ADAM ROSENDAHL
LATE NITE ART

FOREST STEARNS
DRAWEVERYWHERE

ILLUMINATED
NOTES
19

Trust

JOSH BERSIN

FOUNDER, BERSIN AND ASSOCIATES

FROM FEEDBACK TO ACTION: WHAT'S NEXT IN
EMPLOYEE ENGAGEMENT

TECH SKILLS ARE EASY
SOFT SKILLS ARE A CRAFT THAT
TAKES TIME

HUMANS
NEED REST
ROBOTS DON'T

"IF I'M NOT GOING TO
LEARN SOMETHING, THEN
I DON'T WANT TO BE
HERE."

THE JOB HAS TO BE
FUN AND LIKED

CULTURE
FIRST 2019

Current State
of HR Tech.

FOREST STEARNS
DRAWEVERYWHERE

ADAM ROSENDAHL
LATENITE ART

ILLUMINATED NOTES 19

HARNESSING ACTIVISM AS A CATALYST FOR CHANGE IN THE WORLD AND WORKPLACE

TARIQ
MEYERS

DERAY
MCKESSON

WHAT A
BAD
ALLY
DOES
IS
WALK
INTO
THE
ROOM
& SAY
"THIS IS
HOW I AM
GOING TO
HELP YOU."

"I REALLY
DO THINK
WE CAN
+ WIN"

WE NEVER LET
THE SYSTEM OFF
THE HOOK

THE SYSTEM IS THE ONLY
WAY WE CAN CHANGE
THINGS AT SCALE

THERE ARE MORE PEOPLE
IN LOVE WITH THE IDEA
OF RESISTANCE THAN THE
WORK OF RESISTANCE

THIS IS NOT A MATTER OF
RESOURCES - IT IS ONLY
A MATTER OF WILL

IF I HAVE TO SEARCH
FOR YOUR VALUES,
THOSE ARE NOT VALUES

CULTURE FIRST

FOREST STEARNS
DRAW EVERYWHERE

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LATE NITE ART

ILLUMINATED
NOTES 19

CHIP CONLEY

AUTHOR, FOUNDER OF MODERN ELDER ACADEMY

FEASTING ON OUR FUTURE INTERGENERATIONAL POTLUCK

Mutual Mentorship

power is
moving to young
people faster than
ever before.
although they need
Wisdom

YOUR
FACT
KNOWLEDGE
DOESN'T MEAN
MUCH, YOUR
PROCESS KNOWLEDGE
IS CRUCIAL.

FOREST STEARNS
DRAWEVERYWHERE

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GET CURIOUS, NOT JUDGEMENTAL

What are you
doing to hire
in the wide
age spectrum?

KNOWLEDGE IS PLENTY
WISDOM IS NOT

+ + + CULTURE FIRST +

ILLUMINATED NOTES 19

CULTURE IS MADE
UP OF THE PEOPLE
THAT ARE IN IT.

CLEO WADE

CRITICAL COLLABORATIONS
FOR CULTURE FIRST ORGANIZATIONS

THE ABILITY TO HOLD SPACE

FOR A SENSE OF BELONGING.

SELF CARE

SELF ABANDONMENT
IS THE
OPPOSITE OF SELF CARE.

Safe spaces
Soft Landing
Places

ARE
YOU
OKAY?

RECEIVE & LEARN
FROM THE
STORIES, TALENTS
& GIFTS

YOU JUST HAVE TO WANT IT
WELCOME IT
LIVE IT.

Listen to
Stories

FOREST STEARNS
DRAWEVERYWHERE

ADAM ROSENDAHL
LATE NITE ART

"Thanks for
loving me."

ILLUMINATED
NOTES 19



ESTHER P
WHAT PEOPLE LE
ABOUT WORKPL
COUPLES

A CULTURE AMP EXPERIENCE

**CULTURE
FIRST**

Day Three

Care • Trust • Closeness

ESTHER PEREL

WHAT PEOPLE LEADERS CAN LEARN
ABOUT WORKPLACE DYNAMICS FROM
COUPLES THERAPY

Shift from Structure to
NETWORK

IT IS THE QUALITY OF OUR RELATIONSHIPS
THAT DETERMINE THE QUALITY
OF OUR LIFE.

Relationships
ARE
Stories

HOW MANY RELATIONSHIP
LANGUAGES DO YOU
SPEAK?

THE TRANSITION IS NOT "WHAT
AM I GOING TO DO NEXT?" BUT
"WHO AM I GOING TO BE
NEXT?"

CULTURE FIRST +
FOREST STEARNS 2019
DRAWEVERYWHERE
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CULTURE FIRST

ILLUMINATED NOTES 19

CREATE THE
FUTURE OF
WORK WHILE
YOU'RE LIVING IT

DOMINIC PRICE

WORK FUTURIST,
ATLASSIAN

YOU ARE
THE KEY TO
THE
POTENTIAL OF
YOUR ORGANIZATION

WE NEED TO BE
EVOLVING
EVERY SINGLE
DAY

A FOOL WITH A TOOL IS STILL
A FOOL. THEY'RE JUST
FASTER.

CULTURE FIRST 2019

EFFICIENCY \neq
EFFECTIVENESS

APPLICATION
OF KNOWLEDGE
IS POWER

GROWING IS GETTING BIGGER
SCALING IS GETTING BETTER

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FOREST STEARNS
DRAWEVERYWHERE

ILLUMINATED NOTES 2019

The Beloved

HOW CAN WE
GO FROM DIVERSITY
AND INCLUSION
TO INCLUSION
AND SYMPHONY

EMPATHY
HAS ROI
EMPATHY
IS INNOVATION

ASSUMPTIONS
ARE SHACKLED INNOVATION
AND JAILED IMAGINATION

LET'S
MAKE THIS
WORK

CREATE
A TEAM
OF SUPER
FRIENDS

Work
is love
made
visible

TURN FEAR
TO CURIOSITY

EMPATHY
HAS ROI. EMPATHY
IS INNOVATION.

Assumptions
are shackled
Innovations
**CULTURE
FIRST**²⁰¹⁹

Love & Magic
PAMELA ABALU & CHINEDU ECHERUO

FOREST STEARNS
DRAWEVERYWHERE

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FUTURE OF WORK

ILLUMINATED NOTES 19

ROBIN
HAUSER

THE SURPRISING IMPACT
OF OUR UNCONSCIOUS BIAS

"WE ALL HAVE IT"

+ +
GOOD
INTENTIONS
SOMETIMES LEAD
TO UNFAIR
DECISIONS

WE HAVE A PROBLEM
WITH THE PROMOTION
TRAJECTORY

BE
ALLIES

WE CAN'T SEE BIAS IN
OURSELVES. BUT WE CAN
POINT IT OUT IN OTHERS.

Can
we change?

AI IS
BECOMING
BIAS

SLOW
DOWN
QUESTION
YOUR GUT

ILLUMINATED NOTES 19

CULTURE
FIRST

FOREST STEARNS
DRAWEVERYWHERE

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LATE NITE ART

SIMON SINEK

THE INFINITE GAME

HELP OTHERS
LOVE EACH OTHER

DO EVERYTHING YOU
CAN TO IMPROVE THE
QUALITY OF LIFE
AT WORK

*preach your
Cause!!*

PUT YOUR PHONE DOWN
EAT MORE FRUIT

TAKE
CARE
OF
OTHERS

IF YOU'RE NOT
WILLING TO BLOW
UP YOUR OWN
COMPANY - THEN
THE MARKET
WILL BLOW IT
UP FOR YOU.

KNOW
YOUR
JUST
CAUSE

*practice
Mindfulness*

WHO SAID
GROWTH IS
GOOD?

I WANT
CAPITALISM
BACK IN
ITS ORIGINAL
FORM

CULTURE
FIRST 2019

FOREST STEARNS
DRAW EVERYWHERE

ADAM ROSENDAHL 2019
LATE NITE ART



Meet your illuminators.

Forest Stearns is the Principal Artist at DRAWEVERYWHERE, a design studio in Oakland, that specializes in art direction, illustration and the production of unique creative projects. Stearns also has a passion for installing Artist in Residence programs in companies that connect art, science, and technology. Currently he is partnering with Google Quantum AI in Santa Barbara, to produce a unique AiR program and create unique paintings around their Quantum Computers. From art galleries to spaceships, there is nothing Stearns won't draw upon. His artistic portfolio radically spans media from making art on hundreds of satellites that orbit the Earth, to paintings on rocket ships, and giant murals on buildings. Clients include Google, Camp Grounded, Innovation Endeavors, Planet Labs, Netflix, Github, Microsoft, Adobe, and DeviantArt.

Follow Forest [@forest_stearns](https://twitter.com/forest_stearns)
draweverywhere@gmail.com



Adam Rosendahl is a live experience designer, illustrator, and facilitator. As the Founder and CEO of LATE NITE ART®, he and his team of facilitators lead off-sites and interactive trainings for clients around the globe. Using collaborative art, curated music, and meaningful conversations, his work humanizes and deeply connects teams, conferences, and classrooms. After leading 250+ experiences across 7 countries, he has found consistent evidence that engaging the imagination is the key to breaking down our social and creative walls. Clients include Southwest Airlines, Google, Pixar, Summit, the US Probation Office, Clif Bar, Instagram, Adobe, and LinkedIn.

Follow Adam [@adam_rosendahl](https://twitter.com/adam_rosendahl)
adam@lateniteart.com



LATE NITE ART



A woman in a black dress is playing a violin in the center of a large, modern event space. The space is filled with a large audience seated in yellow and white armchairs. In the background, a large circular logo with the text "CULTURE FIRST" is mounted on a wall with a grid of small potted plants.

Let's keep the
inspiration flowing.

See more Illuminated Notes:

ILLUMINATE

A CULTURE AMP EXPERIENCE

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