

# CHANGE

Key competences of the company:

- Sustainability
- efficiency (both in terms of energy and in terms of product delivery)
- Technology
- Innovation
- customer orientation.

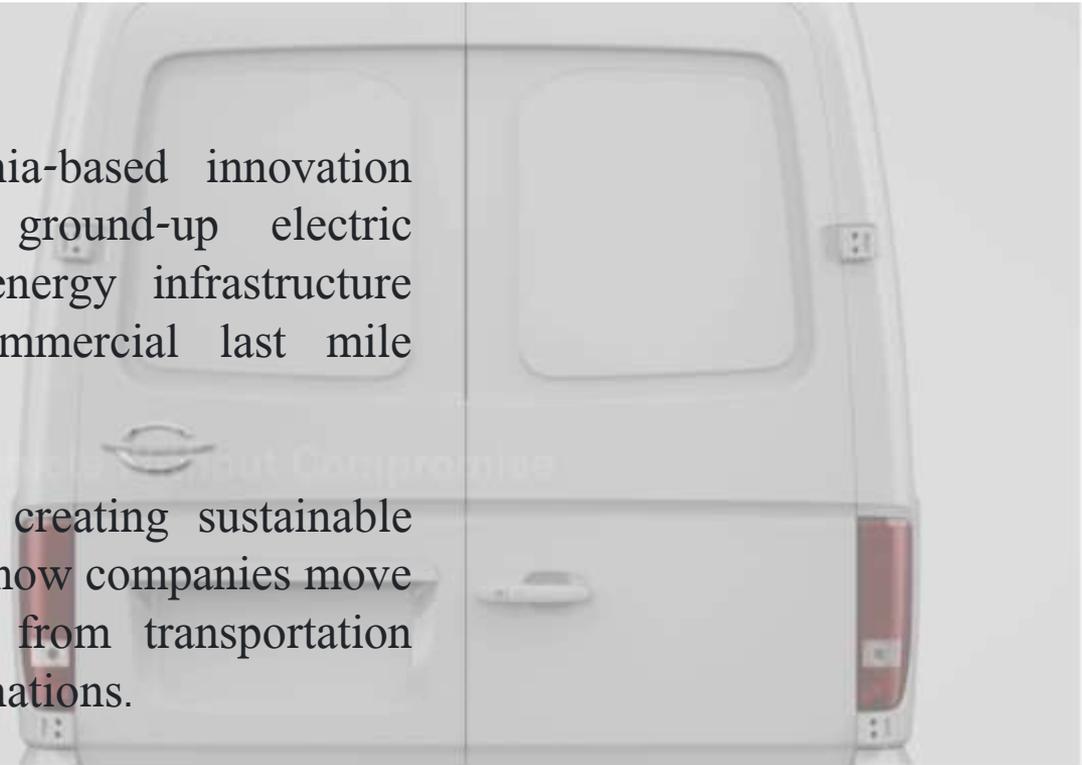


# About the company

Chanje is a California-based innovation company delivering ground-up electric trucks and turnkey energy infrastructure solutions for the commercial last mile industry.

They are focused on creating sustainable solutions that improve how companies move people and packages from transportation hubs to their final destinations.

**OUR COMPANY**



# PURPOSE

"Most cultures are like ICE vehicles – a lot of noise, heat, and not a lot of work getting done. We're an electric motor – silent, clean, and highly efficient."

— Bryan Hansel, CEO

Chanje is designing a culture focused on the progress of our team members with the understanding that as our people grow, our business grows. Chanje provides the tools for self-improvement and our employees spend about 20% of their working hours practicing them.

- Profound Personal Development
- Coaching to the employees
- Team practices



Guided development and individualized personal development plan of professional profile assessments, and personal reflection to identify their strengths and weaknesses.

This plan is shared company-wide, to enable support from every level of the organization.

Example: When employee share his ideas with the broader team, his peers, direct reports, and the executive team offer him feedback when he falls short on his development work.

Professional coaching is available to all employees to provide guidance when presented with tensions—both personal and professional.

Chanje wants a good atmosphere and a gamification, they complete weekly assignments in the form of reading articles, watching videos, listening to podcasts, and doing live practice sessions to continually grow their theoretical and practical understanding of the skills we're training.

They communicate openly to reduce tensions and create a more effective workplace

# HR BEST PRACTICES

To select people a good idea is a job trial day.

In this selection type, you can see in the practice how is the candidate temperament, how the employee thinks, how he works in group, and how he can handle with clients and the other employees in usual daily situations.

For example: A car shipment is delayed due to problems with the release of government documents. It's something important but easily solved, just get some signatures and send some emails. Let the candidate use your autonomy, and that way you will better understand their way of thinking

To improve the life quality, is important to keep much of the practices already done, and always listen to the employees demands (even the simple ones, like about the cleaning)

Give new opportunities of growing, like higher positions and salaries in the company

Creating incentives as performance goals and prizes

Keeping the good environment and insert employees with similar minds together

Invest in their education and trainings about the EV Market and your specific areas.

# THANK YOU

Does anyone have any questions?

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