

ELEVATE



HER

CHALLENGE

# Jeff Weber

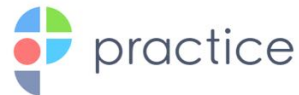
SVP, People and Places

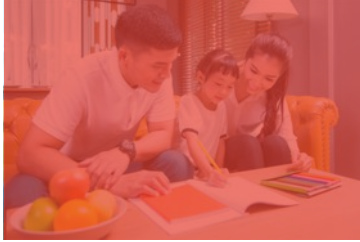
# INSTRUCTURE

## A business use case for diversity and inclusion...

Instructure makes  
**SOFTWARE**  
— to make —  
**PEOPLE SMARTER**

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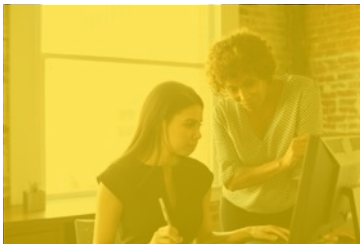




- Increased Maternity/Paternity leave
- Flexible return to work schedule
- Dependent care contribution - \$1,200/year



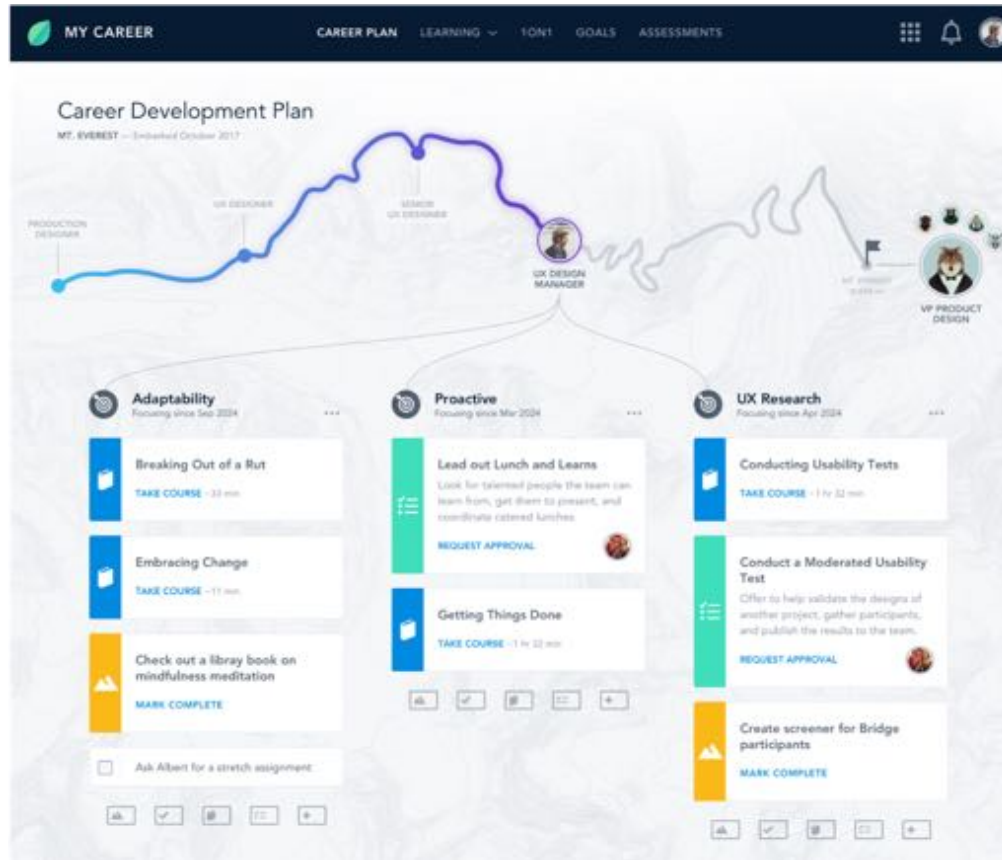
- Girls Go Digital / Girls Who Code
- Student Innovators Tours



- Clear advancement and promotion guidelines
- Gender equity compensation reviews
- Career pathing tool
- Mentoring program

# Career Pathing App

INSTRUCTURE





## Hi Jeff, let's get started.

Just this first time, I'll walk you through a few questions that will allow people to know you better and allow introductions between people who have the skills and interests you share.

Thanks for taking a minute to help people get to know you.

[GET STARTED](#)

## What should we know about you?

Here's the bio you gave on your first day. Update it to help people know you better.



**Jeff Weber**

SVP, People & Places

- Hired May 13, 2013
- Birthday Sep 8
- Utah
- Employee 254

### YOUR BIO:

Most people describe what they love about their job and some personal things about their hobbies or family.

Jeff is joining us from Ancestry.com where he managed the People and Places functions for 1,300 employees spread over 50 locations. He enjoyed working to grow and develop talent in multiple countries and building a fun and engaging culture that supported an incredible employee experience. Jeff's most exciting project while at Ancestry was working with a team to select and build out an office in Dublin Ireland and helping to hire a team of 50 people. And yes, he did get to visit. In his free time, Jeff attempts to keep in shape by participating in off-road triathlons, wake surfing and snow biking or skiing in the winter.

Too much to think about? You can also do this later on your profile.

CONTINUE

## What interests do you have?

Life's not just about work. What do you like to do for fun? What interests you?



### YOUR INTERESTS

+ Add Interest

### SOME POPULAR INTERESTS

Camping

Travel

Sales

Hiking

Mountain Biking

Cooking

Screen Printing

Writing

CONTINUE



## Let's talk about your skills

Add the skills related to your job as SVP, People & Places or add your own.

### What skills could you teach a coworker?

What do people ask you to help them with? What would coworkers say you're good at?

[+ Add Skill](#)

### What skills do you want to develop?

Want to know more about Kotlin? How about Product, Finance, or Marketing? You tell me.

[+ Add Skill](#)

[CONTINUE](#)

## Willing to mentor others?

You can make all the difference in colleagues's growth and career progression.



We'll match you with people based on skills, interests, and personality and you decide who to help. This works best with at least monthly contact, and you decide when to stop.

I can meet with someone  
once a month for 30 minutes



No thanks, I'd rather not  
participate

You choose who to mentor and you can opt out at any time.

CONTINUE

## Want to meet new people?

Connect with people across the company to talk and share ideas.



As often as you choose, we'll send you a message telling you about someone we think you'll want to meet. We'll even offer you times you're both available.

Weekly

Monthly

No Thanks

You decide if you want to meet each person and can opt in or out at any time.

CONTINUE

Search:  Sort By Name

4 matches for 'alli'

COMMUNITY

**Alli Foote**  
Sr. Documentation Spclst

HIRE	29 Mar 2012
BIRTHDAY	27 Feb
EMPLOYEE	120
LOCATION	Utah

[VIEW PROFILE](#)

COMMUNITY

**Allison Dilts**  
Documentation Specialist

HIRE	28 Aug 2017
BIRTHDAY	24 Dec
EMPLOYEE	1680
LOCATION	Utah

[VIEW PROFILE](#)

MARKETING

**Allie Hurtado**  
ADM Team Lead

HIRE	16 Feb 2016
BIRTHDAY	13 Feb
EMPLOYEE	1061
LOCATION	Utah

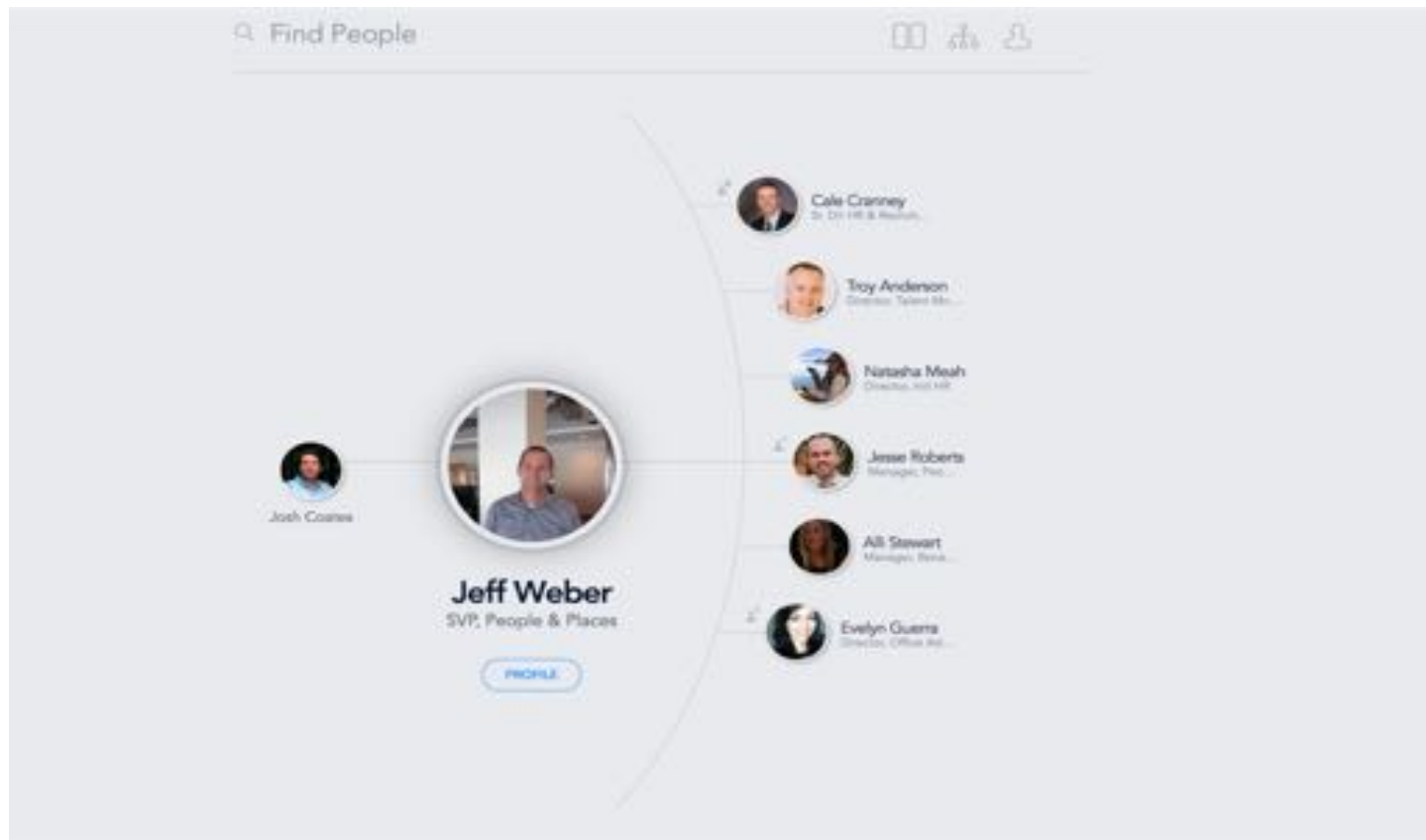
[VIEW PROFILE](#)

HUMAN RESOURCES

**Alli Stewart**  
Manager, Benefits

HIRE	05 Jan 2015
BIRTHDAY	31 Dec
EMPLOYEE	657
LOCATION	Utah

[VIEW PROFILE](#)





## Alli Stewart

MANAGER, BENEFITS | HUMAN RESOURCES

Hired Jan 5, 2015 Birthday Dec 31 Utah Employee 657

Alli has been working in HR for the last 7 years, but specifically in a Benefits role for the past 6. In the last 3 years, she has been able to focus additionally on Corporate Wellness. Alli is coming from IM Flash down in Utah County and previously worked for Overstock.com. Outside of work, Alli enjoys anything active; hiking, golfing, water skiing and playing tennis.

[VIEW IN ORGCHART](#)

### Personality

#### Operator

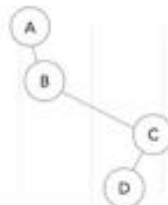
Patient, conscientious and relaxed; a cooperative team worker

Collaborative

Reserved

Driving

Flexible




Independent




Sociable

Steady

Precise



## Request a Mentorship



Aloia Rae

Patience

The best mentor interactions happen when you have a specific goal in mind. What would you like to learn? What experience or skills does Aloia Rae have that can be helpful to you?

MY GOAL

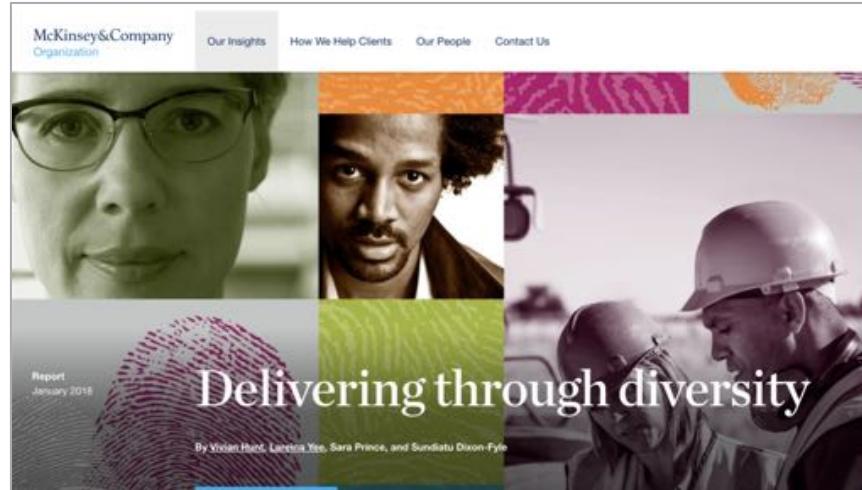
What Happens Next?

We'll send your link, and your mentorship goal to Aloia Rae in your request for mentorship. We'll Aloia Rae ask to reach out to you about your request and see if it's a good fit.

REQUEST MENTORSHIP

# Diverse perspectives drive better business results

INSTRUCTURE



- Studies link diverse leadership & financial outperformance
- Diverse teams can generate innovative and beneficial ideas
- Diverse Ideas → Product Enhancements → Positive Business Results





WOMEN'S  
LEADERSHIP  
INSTITUTE

# HOW TO GET INVOLVED

TEXT: 'wliut' to 22828  
and receive email updates

VISIT: [wliut.com](http://wliut.com)