




Next Practices Weekly

How Spirit Airlines Uses Hybrid
Work to Drive Transformation

May 4, 2023



We discover the people practices that drive high performance

to help you see what's coming
around the curve.



High-Performance Defined

- Revenue growth
- Market share
- Profitability
- Customer satisfaction

Over a 5-year period.

Our Research Focus

What do high-performance organizations do differently?

Do those practices correlate to market performance?

i4cp Members

(partial list)



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Next Practices Weekly

Today's Agenda:

- Reminders and announcements
- Discussion with special guest, [Linde Grindle](#), SVP, Chief Human Resource Officer at [Spirit Airlines](#)



TOM STONE

Senior Research Analyst



LINA PEREZ

Membership Director

Upcoming Calls:

5/11/23: Next Practices Weekly – Talent & Learning with [Diane \(Di\) Holman](#), Chief People Officer at [Virgin Pulse](#)

5/17/23: EMEA – Next Practices Weekly – Creating Healthier Cultures in EMEA-based Organisations with [Mustafa El Rafey](#), former SVP Human Capital, Majid Al Futtaim – Retail, [Christi Karandikar](#), Executive Managing Director & Group People Officer (CHRO) at [Unibail-Rodamco-Westfield](#), and [Katheryn Brekken, Ph.D.](#), Senior Research Analyst at [i4cp](#)

5/18/23: A Special Next Practices Weekly – The Toxic 9: Eliminating Unhealthy Habits to Get Your Culture Back In Shape with [Kevin Oakes](#), CEO and Co-Founder, and [Katheryn Brekken, Ph.D.](#), Senior Research Analyst & primary author of Culture Fitness at [i4cp](#)





Our Guest Today:

Linde Grindle

Chief Human Resources Officer





À La Smarte

We're committed to giving our Guests more choices when it comes to how they fly and how they save.

À La Smarte Working

We're committed to giving our Team Members options when it comes to how we work and making the most of *High Impact Moments*. We align on core collaboration days and offer flexibility and working from where you need based on the day's moments.

High Impact Moments

Professional or personal experiences that impact how Team Members experience the organization and how the organization achieves success. They ultimately influence productivity, culture, and wellbeing.

- **In Office/Professional High Impact Moments examples:** new hire onboarding, key-decision making meetings, team collaboration meetings, onsite team meetings or team building events
- **Individual/personal High Impact Moments examples:** picking up your child from school a few times each week, studying, or keeping up an exercise routine



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The 2024 Next Practices Now Conference

March 25 - 28, 2024
Scottsdale, AZ



Thank You

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