



# The FutureWork Playbook Podcast Season 6, Episode 2: Fast Co. “Most Innovative Companies” Arkose Labs: Building Startup Growth Teams in the Age of AI

Insights

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The FutureWork Playbook podcast season 6, episode 2, “Fast Co. ‘Most Innovative Companies’ Arkose Labs: Building Startup Growth Teams in the Age of AI,” hosted by partner and chair of employment & labor practice Natalie Pierce, releases today.

Natalie Pierce invites Justin Schiefner, vice president of global people operations and culture at Arkose Labs, for a conversation about how Arkose Labs builds on an alchemy of technology and people to create a successful global platform. Arkose Labs emphasizes a holistic approach to talent acquisition and prioritizes skills like emotional intelligence and communication over traditional degrees. Initiatives like R&D demo hours, newsletters and hackathons foster employee engagement and idea-sharing.

Arkose Labs was recognized on the [2024 Fast Company Most Innovative list](#), and the company’s CEO was recognized as a finalist for the [2024 EY Entrepreneur of the Year](#).

Episode highlights include:

- Arkose Labs works hard to ensure that its global teams build upon the company’s core values and, at the same time, nurture and support regional cultures.

- Arkose Labs is learning to leverage AI to assist managers during the performance feedback process. For the global People Operations team, AI is leveraged to streamline the updating of employee manuals and policies in real-time, affording the team more resources to allocate to employee relations and strategic initiatives.
- Arkose Labs doesn't use the term "culture fit" because "we don't have a mold here. We want someone who's going to be an *add* to the culture that we're creating."
- Committed to breaking down silos, Arkose Labs uses tools like "all-hands" sessions, q-and-a's with the C-suite, r-and-d demos and hackathons to keep employees engaged and informed.

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