The Science of Diverse Workforce Retention & Engagement
Session Objective

Share strategies and resources to engage, motivate and retain a diverse workforce.
Strategies to Retention

• Effective Onboarding
• Communication and feedback
• Mentorship/Work Buddy
• Change Management
• Fostering teamwork
• Celebration
• Work-life balance
• Investment in development
• Compensation
• Recognition and reward
Employee Life Cycle

- Hire
- Onboard & Orientation
- Probationary period

Expectation Setting
- Performance
- Organizational Culture
- Relationships
- Training & Development

Separation
- Voluntary (Retire, Promotion or Resign)
- Involuntary (Discharge)
“Employees join organizations and leave managers”
Reflection and Discussion

• What is the diversity in your organization, department, or unit or team?
• What have you done to increase the diversity?
Racial Equity Key Terms

• Color Blind: I don’t see color or race
• Discrimination
• Internalized Racial Oppression (Racial Inferiority or Superiority)
• Racism (Individual, Structural, Institutional or Systemic)
The Honeymoon

• Effective Onboarding
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• Celebration
• Work-life balance
• Investment in development
• Compensation
• Recognition and reward
Think of the worst boss you believe you’ve ever had.

• What made him/her/they the worst?
• How long did you work there?
Living Together

- Effective Onboarding
- Communication and feedback
- Mentorship/Work Buddy
- Change Management
- Fostering teamwork
- Celebration
- Work-life balance
- Investment in development
- Compensation
- Recognition and reward
Think of the worst place you believe you’ve ever worked.

• What made it the worst?
• What would have made it the best?
The Break Up (If not done well)

- Effective Onboarding
- Communication and feedback
- Mentorship/Work Buddy
- Work-life balance
- Investment in development
- Change Management
- Fostering teamwork
- Recognition and reward
- Compensation
- Celebration
“Leaders instill in their people a hope for success and a belief in themselves. Positive leaders empower people to accomplish their goals.”
-Unknown
59% of “engaged and thriving” employees are less likely to look for a new job.

35% of employees reported they'd look for a new job if they did not receive a pay raise in the next year. (Glassdoor Survey, 12/2014)

44% of employees say they would consider taking a job with a different company for a raise of 20% or less (Gallup Poll 1/2016)
By holistically improving all aspects of employees' well-being (purpose, social, financial, community and physical) leaders can help their employees lead better lives, which in turn can help businesses improve performance outcomes.
Think of a meaningful acknowledgement, big or small, from your manager or colleague for a job well done.

• What made it meaningful?
• How have you demonstrated this to your direct-report(s)?
“I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.”

Dr. Maya Angelo