



The Science of Diverse Workforce Retention & Engagement

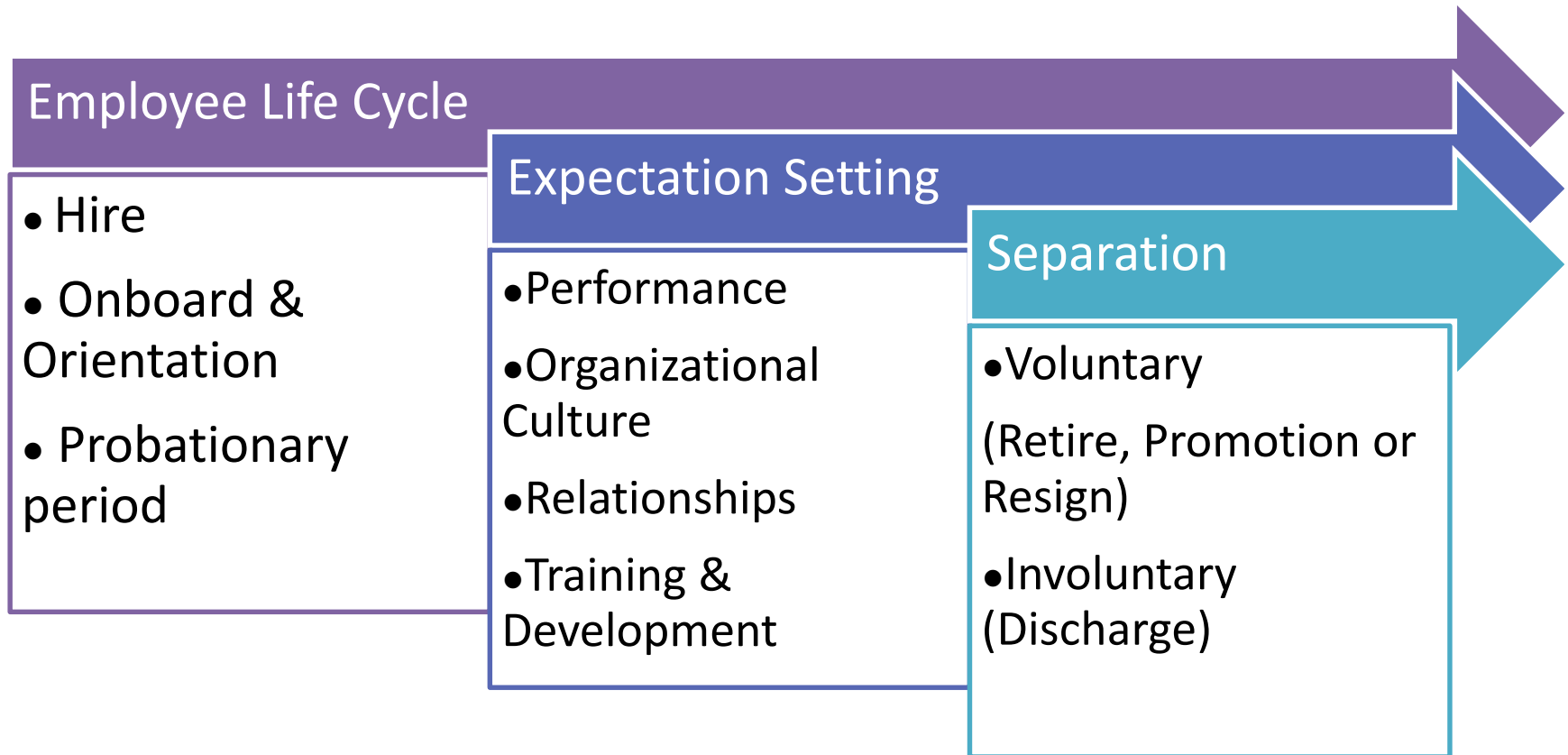
Session Objective

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



“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
- Communication and feedback
- Mentorship/Work Buddy
- Change Management
- Fostering teamwork
- Celebration
- Work-life balance
- Investment in development
- Compensation
- Recognition and reward

Reflection and Discussion

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

Reflection and Discussion

Think of the worst place you believe you've ever worked.

- What made it the worst?
- What would have made it the best?



Employee Engagement

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

Engagement Data

- 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.

Reflection and Discussion

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