



Lutheran  
Services  
in America

# **Reimagining Diversity in the Workplace:**

## **How to Maximize the Ecosystem of Talent Management**

**February 7, 2023**



MAKE IT PLAN

# Ecosystem of Talent Management

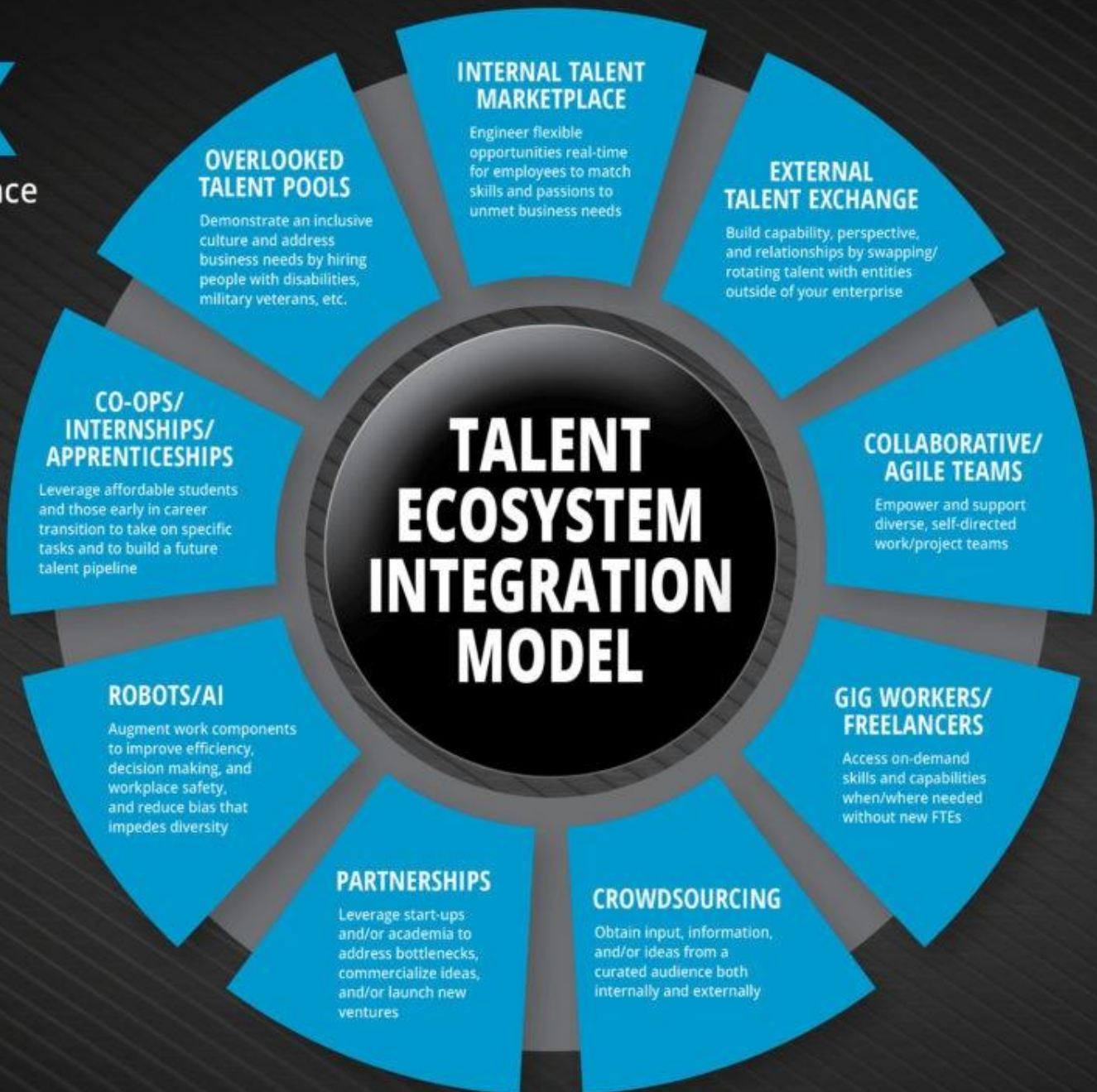
Talent management refers to how employers recruit and develop a workforce that is productive, engaged and likely to stay with their organization long term.

When implemented strategically, this process can help improve the overall reputation and service of the agency and ensure that it remains competitive.



# 3.5x

more high-performance organizations utilize creative sources of talent, establishing networks of trusted partners and innovative solutions.



# Ecosystem of Talent Management

Workforce planning

Recruitment and hiring

Compensation and benefits

Onboarding

Training and development

Performance and advancement

Succession planning



# Ecosystem of Talent Management

- *Are you a regular participant in the hiring process?*
- *How often do you think about hiring staff? Daily? Monthly? Hardly ever?*



# Cultivate Your Talent Pool



**“Don’t Be A Harpooner”**

(unless you truly value and appreciate a good catch)



# BREAKOUT CONVERSATION



10 minutes

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# Discussion Questions



- *Where are some interesting places you've found new talent?*
- *Who in your organization surprised you by introducing you to new talent pools?*
- *How do you cultivate your talent pool?*





# EMPLOYEE RESOURCE GROUPS

# Benefits of Employee Resource Groups (ERGs)



# Benefits of Employee Resource Groups (ERGs)

Employee resource groups can be influential in several ways, including:

**Inclusion efforts:** ERGs show a commitment to inclusion. Affinity groups for specific demographics—such as veterans, disabled persons, ethnic, gender or generational resource groups—provide new employees with a safe space to bond with peers and show the agency is a welcoming place.

**Employee retention:** ERGs improve the employee experience by giving employees a stronger sense of belonging, leading to stronger ties among employees and higher employee retention rates.

**Professional growth:** ERGs can foster professional development. In addition to engendering an inclusive environment, ERGs can strengthen the work environment by providing employees with webinars, mentorship, and other programs to enhance employee growth and satisfaction.

**Cost:** ERGs can be cost-effective. Human Resources and ERG members may find creative ways implement recruitment, engagement and culture efforts, saving the agency money while improving the employee experience.



# QUESTIONS



# Make It Plain Consulting

“Uncovering Inherent Strengths for Sustained Growth”



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