

## Reimaging Diversity in the Workplace:

# How to Maximize the Ecosystem of Talent Management

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## **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.

## OVERLOOKED TALENT POOLS

Demonstrate an inclusive culture and address business needs by hiring people with disabilities, military veterans, etc.

### INTERNAL TALENT MARKETPLACE

Engineer flexible opportunities real-time for employees to match skills and passions to unmet business needs

## EXTERNAL TALENT EXCHANGE

Build capability, perspective, and relationships by swapping/ rotating talent with entities outside of your enterprise

#### CO-OPS/ INTERNSHIPS/ APPRENTICESHIPS

Leverage affordable students and those early in career transition to take on specific tasks and to build a future talent pipeline

## TALENT ECOSYSTEM INTEGRATION MODEL

#### COLLABORATIVE/ AGILE TEAMS

Empower and support diverse, self-directed work/project teams

Augment work components to improve efficiency, decision making, and workplace safety, and reduce bias that impedes diversity

#### ROBOTS/AI

PARTNERSHIPS
Leverage start-ups
and/or academia to
address bottlenecks,
commercialize ideas.

and/or launch new ventures

Obtain input, information, and/or ideas from a curated audience both internally and externally

#### GIG WORKERS/ FREELANCERS

Access on-demand skills and capabilities when/where needed without new FTEs

#### CROWDSOURCING

## **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**



# 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?





## Benefits of Employee Resource Groups (ERGs)











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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.





## **Make It Plain Consulting**

"Uncovering Inherent Strengths for Sustained Growth"



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