

# Today's Talent: Attracting and Managing a Top Workforce



# ABOUT TODAY

LET'S DIVE IN.

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- HR Transformation – Then vs. Now
- Attract Top Talent
- Proactive Partnerships = Positive Results
- Diversity & Inclusion





# HR TRANSFORMATION: **THEN VS. NOW**

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# HR TRANSFORMATION

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## Employee Experience

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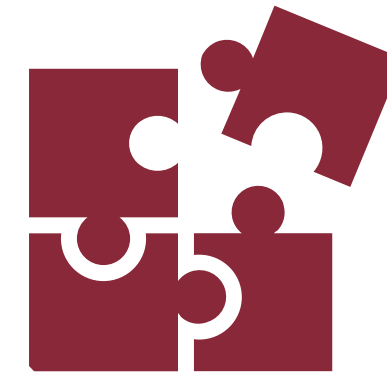
Understanding our employees' needs and providing a top-notch experience for our people.



## Compliance

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Preserving our company through robust compliance program implementation.



## Data & Analytics

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Leveraging technology to analyze data and measure success on new processes and procedures.

**PEOPLE FIRST.**

“Our people come first. I truly believe that they are the biggest differentiator between us and everybody else. The power of Performance Contracting is in our people.”

– Bill Massey, CEO & President



ATTRACT **TOP TALENT.**

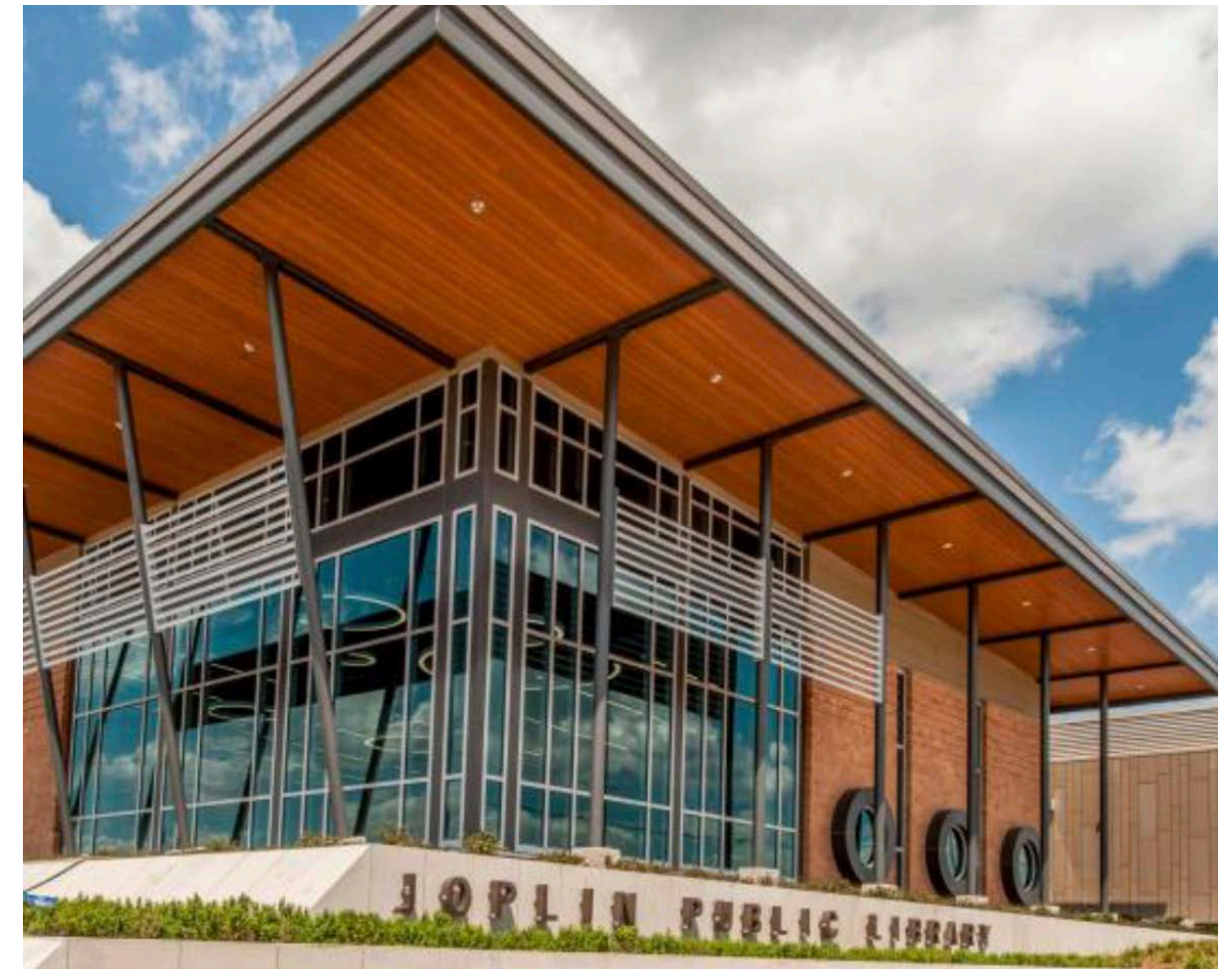
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# ATTRACT TOP TALENT.

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## HERE IS OUR TOP FIVE.

1. Internship Program
2. Mentorship Programs
3. Employee Referral Programs
4. Community Outreach
5. Diversity & Inclusion



# ATTRACT TOP TALENT.

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“Great vision without great people is irrelevant.”

– Jim Collins





PROACTIVE PARTNERSHIPS. **POSITIVE RESULTS.**

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# PROACTIVE PARTNERSHIPS

HOW HR CAN POSITIVELY IMPACT BUSINESS RESULTS

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- Staff HR team effectively.
- Hold focus group discussions.
- Develop employees and promote cross-training.
- Leverage technology to improve efficiencies.
- Centralize HR function.



— BE PROACTIVE. —

“Don’t wait for your ship to come in,  
swim out to it.”

-Cathy Hopkins



DIVERSITY & **INCLUSION.**

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# DIVERSITY & INCLUSION

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## **DIVERSITY:**

The mixture of differences and similarities, which includes values, experiences, behaviors, beliefs, and background.

## **INCLUSION:**

The degree to which diverse individuals are able to participate fully in decision-making processes and contribute to the success of the organization.

**LEAD WITH INCLUSION.**

# FOUR PILLARS OF INCLUSION

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## Psychological Safety

“A belief that the team will not embarrass, reject, or punish someone for speaking up with ideas, questions, concerns, or mistakes.”

– Amy Edmonson

## Whole Self

“There is a widespread feeling that people are meant to check a lot of stuff at the door when they arrive at work. Some of that makes sense, but there’s a risk of having people feel diminished or unable to contribute fully.” – MB Brewer

## Voice

“A diverse mix of voices leads to better discussions, decisions, and outcomes for everyone.” – Sundar Pichai

## Belonging

“We must establish a personal connection with each other. Connection before content. Without relatedness, no work can occur.” – Peter Block



# DIVERSITY & INCLUSION



**CEO ACTION FOR  
DIVERSITY & INCLUSION**





ASK A **QUESTION.**

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**THANK YOU**

PERFORMANCE CONTRACTING, INC.

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