

Talent Resiliency Strategy to Reshape Your Diversity Recruiting and Retention Plan

Most employers think they aren't hiring enough diverse candidates because they have a "top of funnel" problem – i.e., they don't get enough diverse applicants. But, in most cases, the equally big problem isn't the top of their funnel but the funnel itself.

Employers often need help to recruit and retain diverse candidates; believing that the top of the hiring funnel is at fault, they focus on HBCUs as a definitive strategy to recruit diverse talent. However, the hiring process and the hiring criteria can be equally detrimental for underrepresented candidates. Consequently, it is increasingly important to consider how hiring managers view promising applicants and how well they can survive your hiring process.

Beyond hiring, retention strategies must be implemented, centering around engaging leaders who recognize diversity as essential to the organization's long-term success. During this informative session, we will assess your end-to-end hiring pipeline, providing valuable strategies which will help you gain greater insight into hiring diverse candidates and establishing a sustainable plan for their retention.

In this powerful and informative webinar, you'll discover the latest best practices for attracting and retaining top, diverse talent and learn how to create a culture of inclusion that supports employee engagement and success.

Key learning outcomes:

Learn how to regularly evaluate hiring criteria, processes, and standards with an eye on addressing blinders in your hiring process that decrease diversity in the workplace.

Identify and correct potential issues with the current hiring-to-retention process that may be detrimental to underrepresented candidates.

Engage leaders in building stay conversations into your retention strategy as a critical part of your diversity talent mobility process.

This program is approved for 1.0 SHRM and HRCI Recertification Credit

Speaker Bio

Margaret Spence, Founder of The Inclusion Learning Lab and CEO of C. Douglas & Associates, Inc.

Driven by a belief that inclusion is the key to solving the greatest challenge of our time, Margaret founded **The Inclusion Learning Lab** to empower and support individuals and organizations doing the daily work to build inclusive workspaces. Margaret is known for her ability to help businesses achieve their goals and create sustainable change. She knows that true inclusion is about more than just having a diverse workforce, it's about creating an environment where everyone can thrive. Her business-advisory firm, **C. Douglas & Associates**, has consulted with major corporations on human resources compliance, talent development, diversity and inclusion, and women's leadership development for over twenty-three years. She is a transformational keynote speaker, author, business strategist, leadership development coach, and visionary.

Margaret is also a continuing education provider and trainer for SHRM, the Human Resources Certification Institute (HRCI), and The Association for Training & Development (TD). Margaret has a post-graduate certification in Leadership Coaching and Executive Leadership Development, and she holds a certification in the ISO Diversity and Inclusion Standards.

Industry Awards:

- Winner of the 2021 Diversity Innovators Award Property & Casualty Insurance
- Winner of the 2021 ACORD Women's Insurance Innovators Award
- Winner of the 2020 CompLaude Workers' Compensation Industry Leader Award
- Ambassador and Board Member for Quesnay InsurTech Female Technology Incubator
- Winner of the 2017 Women Leading the Way In Workers' Compensation Award

Margaret has authored three books. Her first book – ***From Workers' Comp Claimant to Valued Employee (2008)***, challenged employers to value injured and disabled employees. Her second book, ***The Injury Management Challenge (2013)***, empowered front-line managers to manage workers' comp injuries effectively. Her third book, ***Leadership Self-Transformation (2017)***, challenges women to clarify their vision, pivot from expert to leader, and build the career they want. Margaret's fourth book, ***What's Your Possible?*** will be published in 2023.

To learn more about Margaret Spence, visit www.inclusionlearninglab.com you can also join her weekly for her live podcast ***Inclusion Unscripted*** on LinkedIn or YouTube or listen to the replay on your favorite podcast app.