Our mission is to help small businesses spend less time on manual HR tasks, so they can focus on growing happier, more productive teams.

GoCo

MEET THE EXPERT

BERTA ALDRICH
TOP RATED INTERNATIONAL SPEAKER, BEST-SELLING AUTHOR, HIGHLY DECORATED C-SUITE EXECUTIVE

AS SEEN IN

Berta Aldrich is a highly decorated senior executive, international speaker and award-winning author turned C-suite advisor, trainer and coach whose mission is to inspire the design of high-performing, diverse organizations across the globe.

She is a highly sought after expert on the topics of corporate outperformance, leadership, diversity, engagement and strategy.
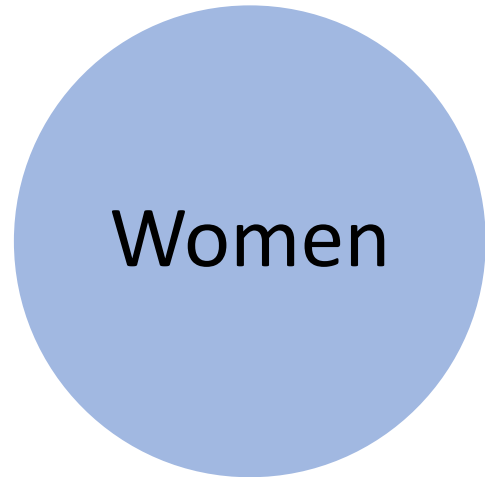
IF YOU COULD...

- Increase the value of diversity
- Decrease your risk
- While increasing profits

WOULD YOU DO IT?

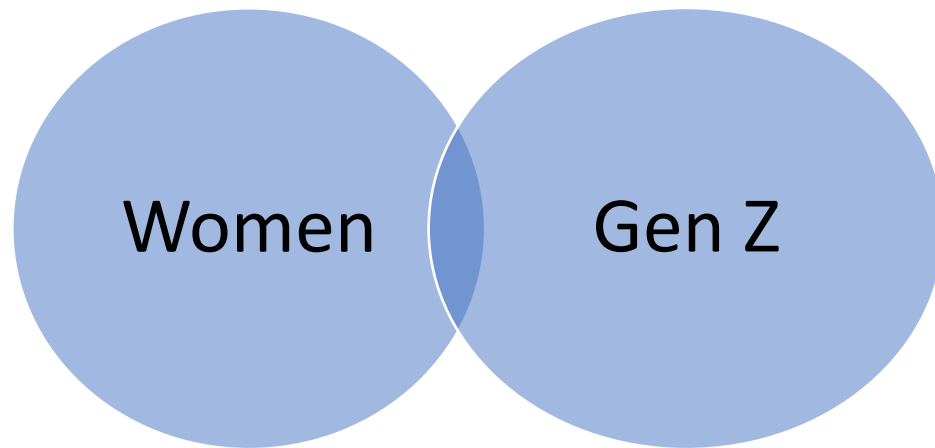# The world at work is changing

And HR is at greater risk

Diversity's greatest value and risk

Women

Diversity's greatest value and risk

Women   Gen Z

Diversity's greatest value and risk

Women   Gen Z   DEI

Diversity's greatest value and risk

Women

Gen Z

DEI Leaders

Executive Gap

Diversity's greatest value and risk

Women Gen Z DEI Leaders Executive Gap Legislation
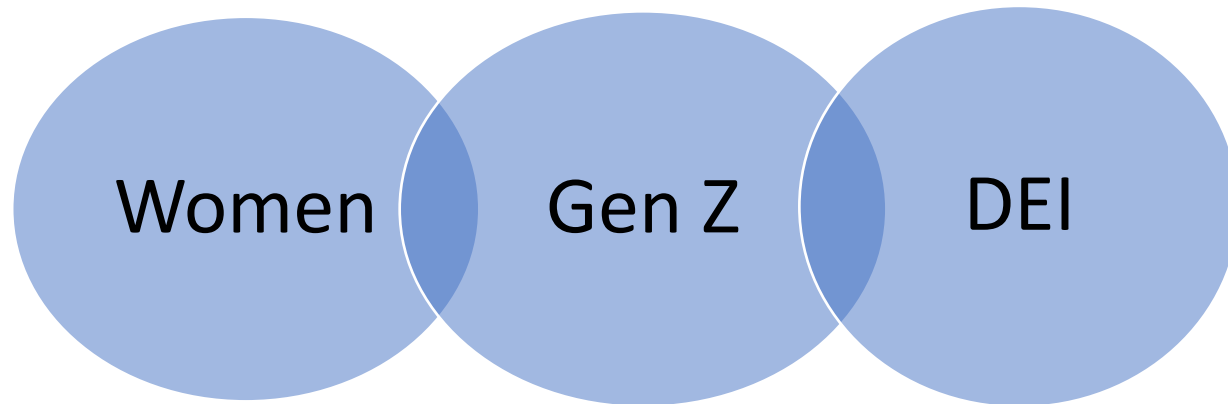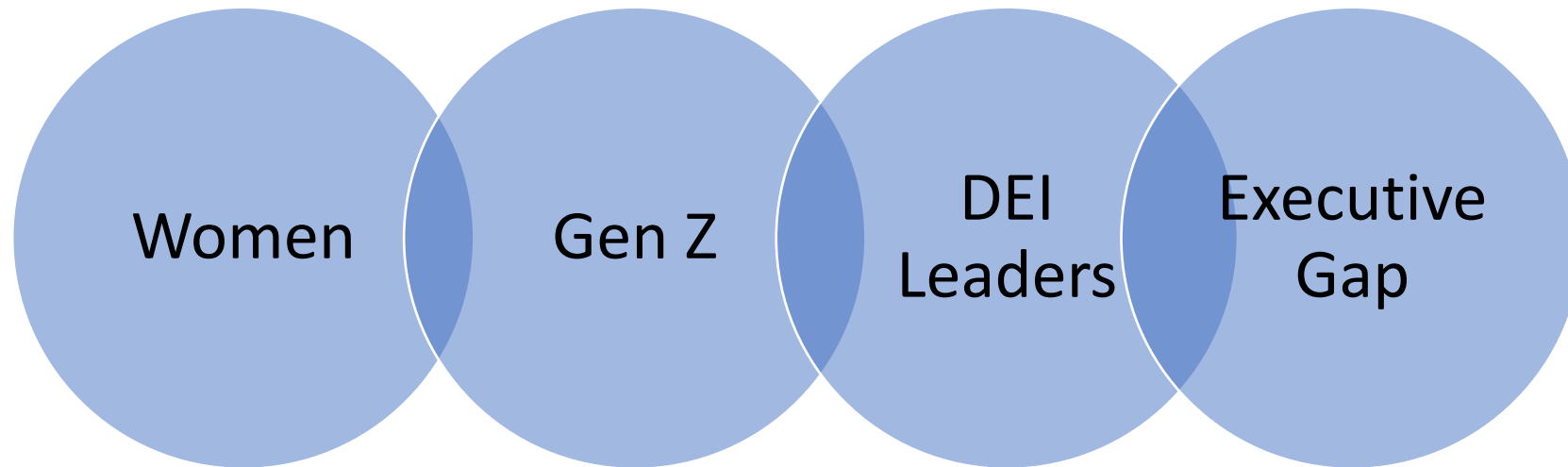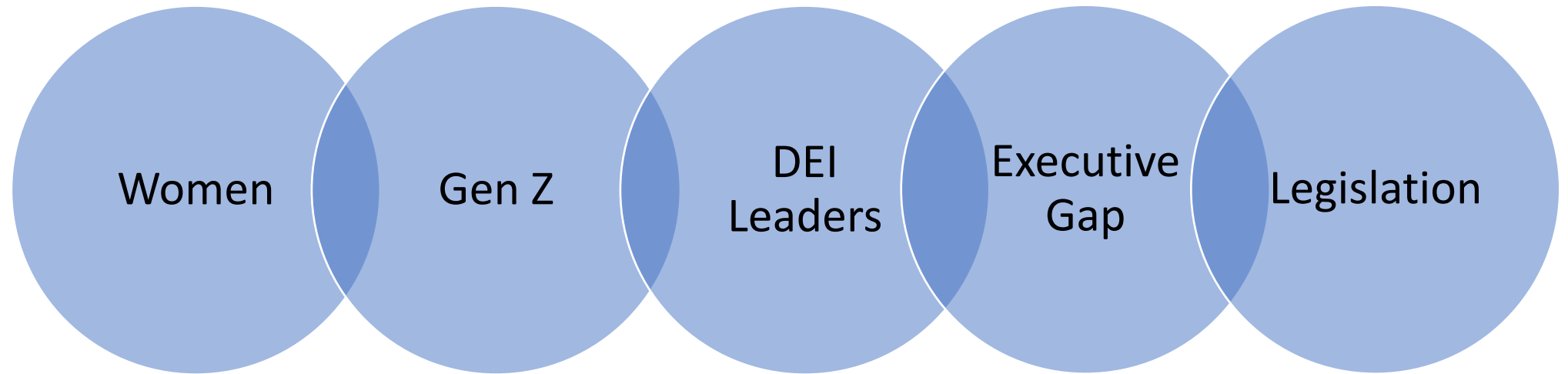
The Key?

Allow technology to elevate HR's strategic position and impact in the organization

DE&I Best Practices

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- Ongoing anonymous feedback is critical

How do I create a more engaged, high-performing, diverse workforce?

HR Technology

Focus on the employee experience

Focus on the employee experience

		Inclusivity & Engagement		
		Payroll Benefits Compensation		

Focus on the employee experience

		Inclusivity & Engagement		
		Payroll Benefits Compensation Channels of feedback & engagement ERG composition and results		

Focus on the employee experience

		Inclusivity & Engagement	Promotions & L&D Investment	
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Focus on the employee experience

		Inclusivity & Engagement	Promotions & L&D Investment	Turnover
		Payroll Benefits Compensation Channels of feedback & engagement ERG composition and results	% of diverse promotions L&D Investment Alignment to best leaders	% of diverse turnover Conduct exit interviews What is their next role or did they decide to leave the workforce?

Focus on the employee experience

Diverse Talent Sourcing		Inclusivity & Engagement	Promotions & L&D Investment	Turnover
Job description wording Sourcing Fairness in selection for interviews Assessments		Payroll Benefits Compensation Channels of feedback & engagement ERG composition and results	% of diverse promotions L&D Investment Alignment to best leaders	% of diverse turnover Conduct exit interviews What is their next role or did they decide to leave the workforce?

Focus on the employee experience

Diverse Talent Sourcing	Onboarding	Inclusivity & Engagement	Promotions & L&D Investment	Turnover
Job description wording Benefits Sourcing Fairness in selection for interviews Assessments	Payroll, benefits & employee handbook Walk around with leader Frequent check-ins Introduction to ERGs	Payroll Benefits Compensation Channels of feedback & engagement ERG composition and results	% of diverse promotions L&D Investment Alignment to best leaders	% of diverse turnover Conduct exit interviews What is their next role or did they decide to leave the workforce?

Best in Class Technology Delivers

Diverse Talent Sourcing 🟢	Onboarding 🟡	Inclusivity & Engagement 🔴	Promotions & L&D Investment 🔴	Turnover 🔴
Set % of diverse candidates Blind selection and testing results % of diverse candidates selected for interview	Ensure fair pay Track onboarding process Quickly identify issues Quick involvement	Track cultural engagement identifiers Any yellow or red indicators should be immediately acted upon Provide anonymous coaching	Ensure caring and developmental conversations occur if not promoted Offer options for L&D Hold leaders accountable with action plans	% of diverse turnover vs total turn Swiftly act on feedback from exit interviews Next role may be red indicator of toxicity that needs addressed

USING TECHNOLOGY TO ELEVATE HR'S IMPACT
## Baseline Must-haves

- Must have board and C-suite commitment to act

- Tech is used to determine legal and brand risk

- Listening loops are critical and must be acted upon

- Use industry or third party stats as your baseline

- Remember: to unveil the secrecy of targeting, bullying, abuse and bias, HR must have the latitude to conduct thorough investigations.

Questions

Additional resources

- EEOC.com
- goco.io/blog
- HRMorning.com articles
- Voices of HR with Host Berta Aldrich podcast
- Books: UnBias & Winning the Talent Shift
- Healthy Workplace Bill

RAFFLE
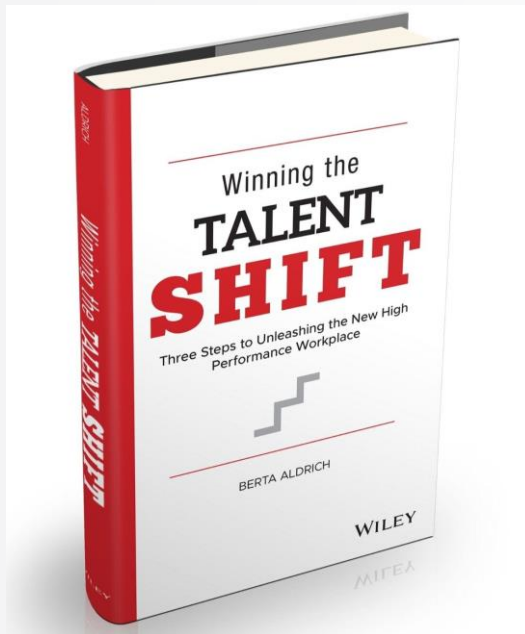
- #15 on Amazon in the HR category
- Top 10 books for HR in 2023
- Rated a top 10 book for new leaders
- Rated a top 20 best human resources book of all time
- Rated a top 100 best customer experience book of all time
- Rated a top 100 best company culture book of all time

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ALDRICH

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