



Nonprofit**HR**

#HRDay 2020

Keeping Your People Together  
Impact on Talent Management

Wednesday, May 20, 2020

1:30 pm EDT


Keeping Your People Together: Impact on  
Talent Management

# Today's Presenter

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Lisa Brown Alexander  
President & CEO



Keeping Your People Together: Impact on  
Talent Management

# Today's Focus

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- Aligning Your Talent Management Decisions With Established Values
- Re-engaging Leadership Around Shared Values
- Keeping Your People Together In Uncertainty
- Communicating Critical Decisions While Building Unity
- Q&A

# Aligning Talent Management Decisions With Established Values

Keeping Your People Together: Impact on Talent Management

## Aligning Talent Management Decisions With Established Values

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What are your  
organization's values?

Trust

Respect

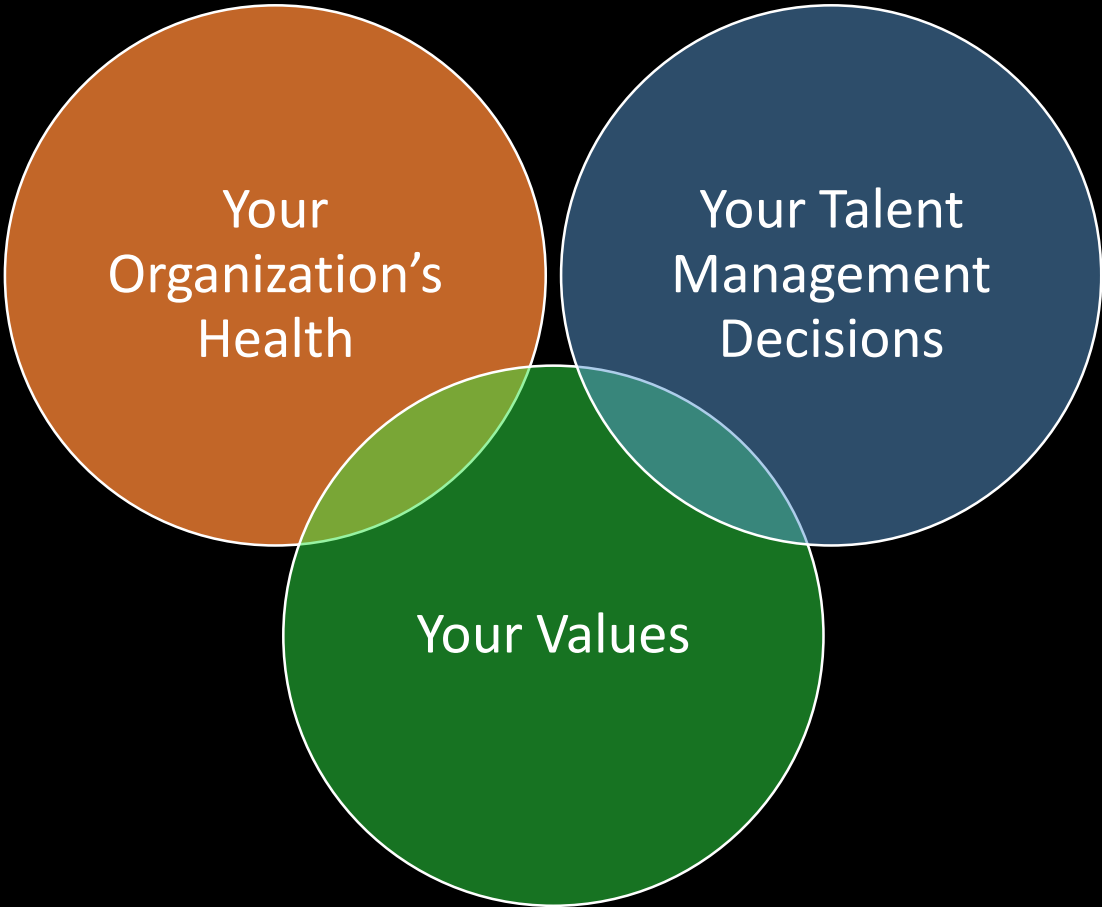
Integrity

Collaboration

Transparency

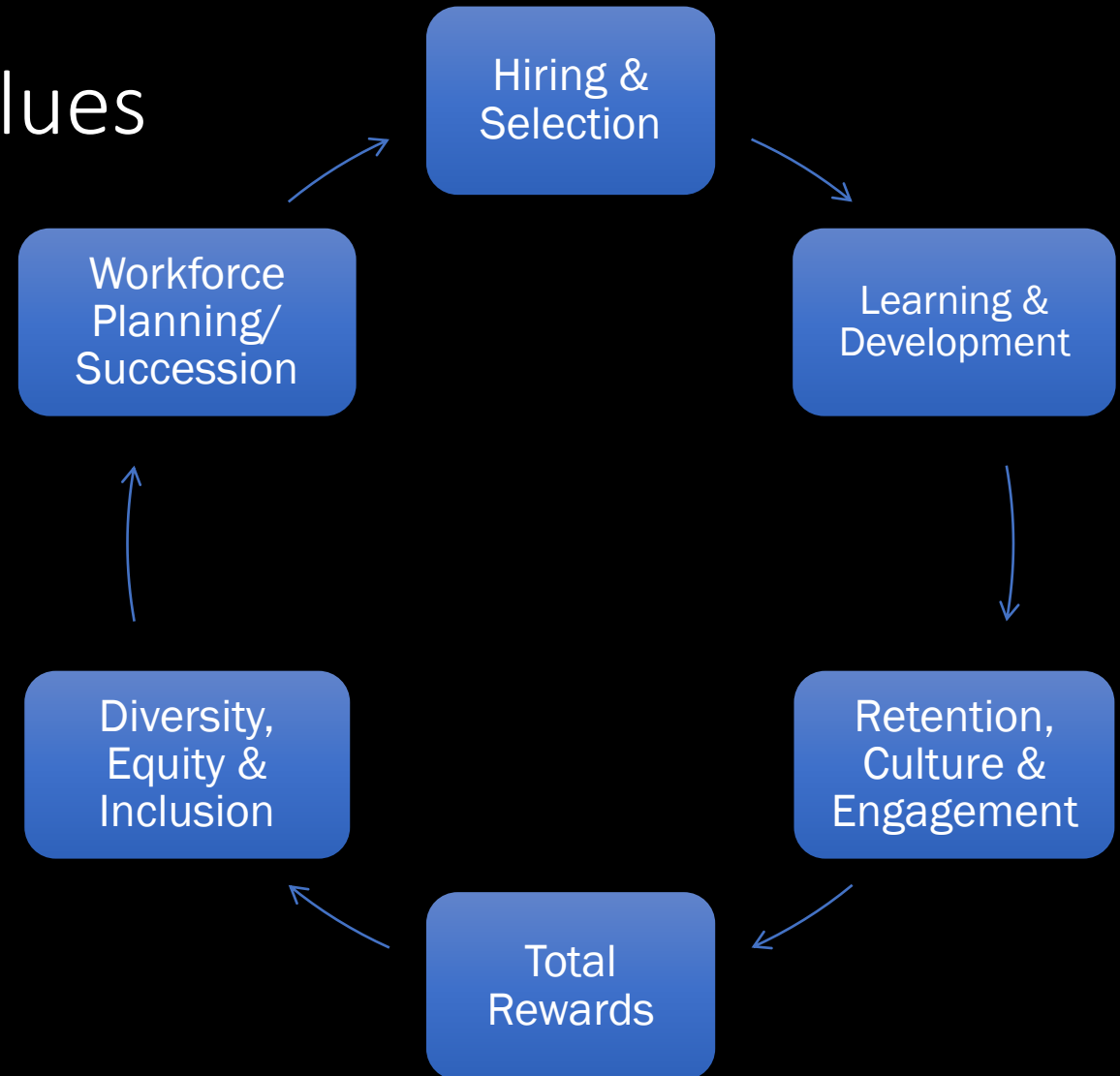
# Aligning Talent Management Decisions With Established Values

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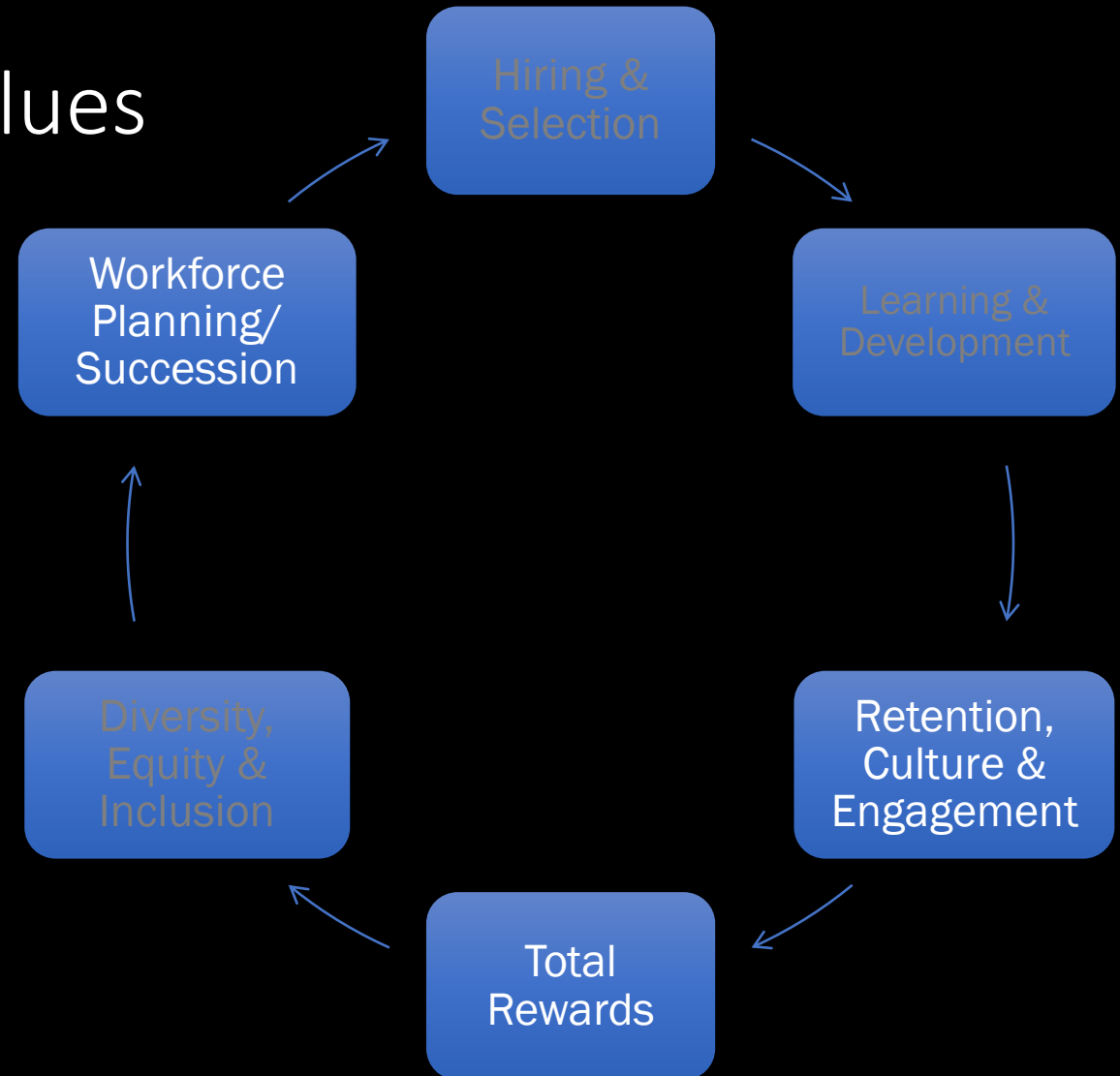
# Aligning Talent Management Decisions With Established Values

## 6 Key Elements of Talent Management



# Aligning Talent Management Decisions With Established Values

## 6 Key Elements of Talent Management





# Re-engaging Leadership Around Shared Values

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# Re-engaging Leadership in Upholding Shared Values

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Are your leaders **living** your values?

# Re-engaging Leadership in Upholding Shared Values

4 Essential  
**Leadership Principles**  
in Times of Crisis



# Re-engaging Leadership in Upholding Shared Values

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Your values are your  
*“how”*

How are your leaders?

1. Supporting their teams? (Leadership & direct reports)
2. Clearly demonstrating your values?
3. Being transparent?
4. Displaying integrity?
5. Respecting the diverse needs of staff?
6. Leading with empathy?

# Fostering Employee Engagement in Uncertainty

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# Keeping Your People Together in Uncertainty

## 3 Common Responses to Uncertainty



# Keeping Your People Together in Uncertainty

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## 10 Steps for Keeping Your People Together in Uncertainty

1. Communicate and live your values
2. Encourage and model self-care
3. Acknowledge the uncertainty
4. Meet often
5. Be honest; be real
6. Be flexible
7. Monitor the climate; check in with staff on a personal level. Ask staff what they need
8. Listen and pay close attention
9. Demonstrate compassion, empathy & equity
10. Repeat!

# Fostering Employee Engagement in Uncertainty

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Key **Engagement**  
**Principles** to  
Remember

## **Do:**

- Normalize stress — it's a common physiological response to uncertainty
- Increase employees' sense of control over their actions and work schedules
- Focus more results and less on process



# Fostering Employee Engagement in Uncertainty

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Key **Engagement**  
**Principles** to  
Remember

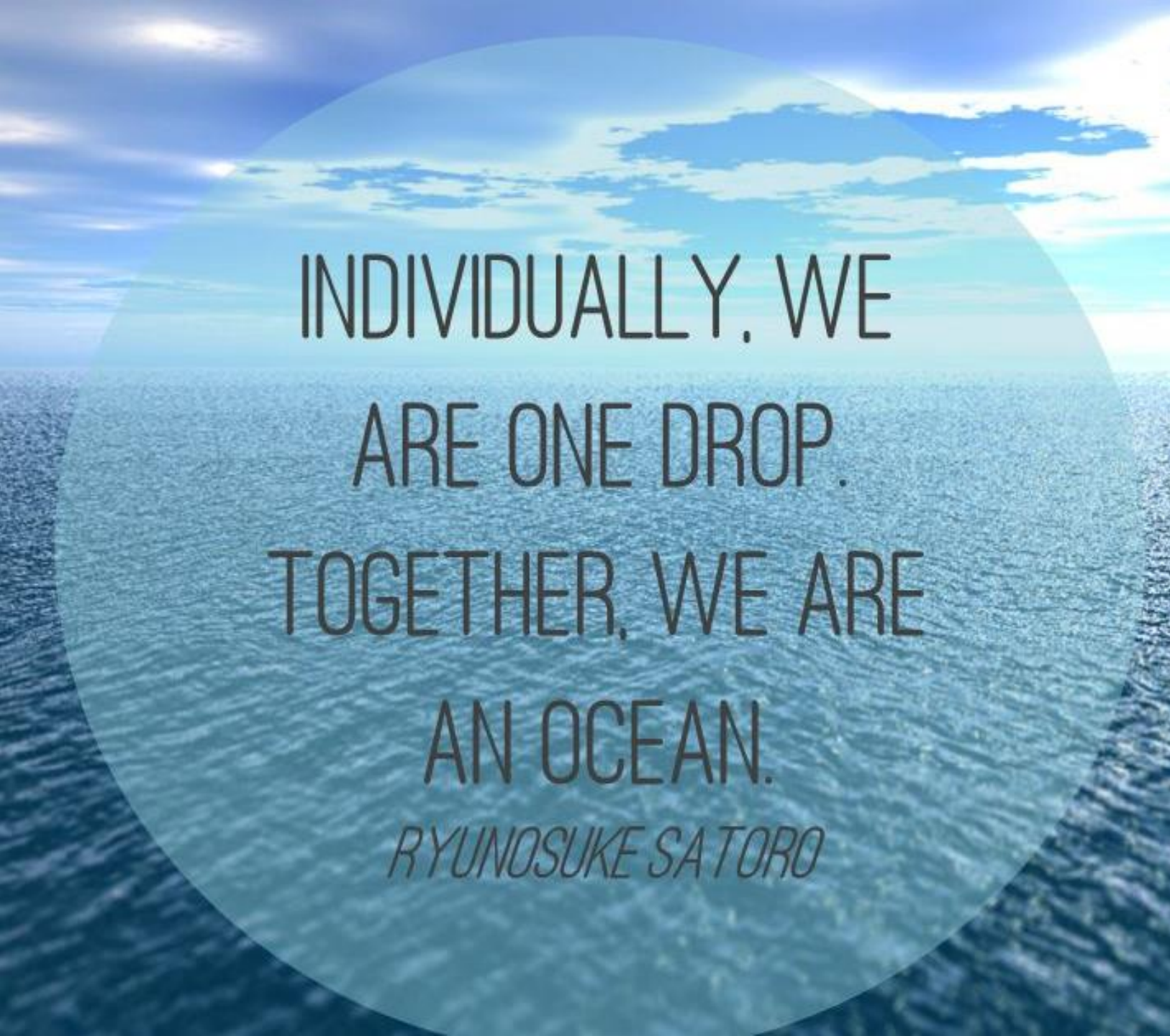
## **Don't:**

- Neglect your own anxiety and concerns
- Ignore people's emotions
- Be indecisive
- Be the leader you hate

# Why Unity Matters in a Crisis

Keeping Your  
People  
Together:  
Impact on Talent  
Management

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INDIVIDUALLY, WE  
ARE ONE DROP.  
TOGETHER, WE ARE  
AN OCEAN.

*RYUNOSUKE SATORO*

# Communicating Critical Decisions While Building Unity

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During a crisis,  
effective  
communication is  
critical. Use your  
communication to  
unify your team!

1. Anchor your decisions in your values
2. Name your single-most important goal (survival, sustainability, growth, etc.)
3. Tie ALL decision-making to that goal
4. Clearly communicate “the why” of your decisions
5. Focus on the facts – less is more
6. Celebrate wins together
7. Make space for grieving loss together



Need support in this crisis?  
We're here to help!

Contact us at:

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**Questions?**