

Diversity, Equity, & Inclusion

and Your Best Workplace

Cohort Workshop 2: Recruitment & Training Tactics

Welcome! If you would, please:

- **Turn your video ON, if you're comfortable with it.**
- **Mute your audio for now.**
- **Make sure your "Zoom name" is what you want to be called, and include your pronouns.**
- **Say hello to everyone in the chat. 😊**

Today's Agenda

1. **Check-In: Energy, Attention, Action**
2. **Introduce Change Response Cycle**
3. **Discuss Tactics for Recruiting, Training, and Retention**
4. **Check in about Next Steps**



Check-In

Since last time:

- What's your **energy level** for this work? (1 low, 10 high)
- What have you been **thinking about** or **noticing**?

Discussion

Think about your DEI journey so far.

- In what parts are you feeling **Competent, Autonomous, or Related**?
- **How** did you get there? **How** are you *staying* there?

Think about anyone who might be **resisting** DEI at your organization.

- What are they **doing**? What does their resistance **look & sound** like?
- How **Competent, Autonomous, or Related** might they be feeling?

A vertical teal bar on the left side of the slide.

Change Response Cycle

General Strategy:

Update our Business Processes to...

1. **Meet Psychological Needs**
2. **Prime Growth Mindset**

Doing so helps to

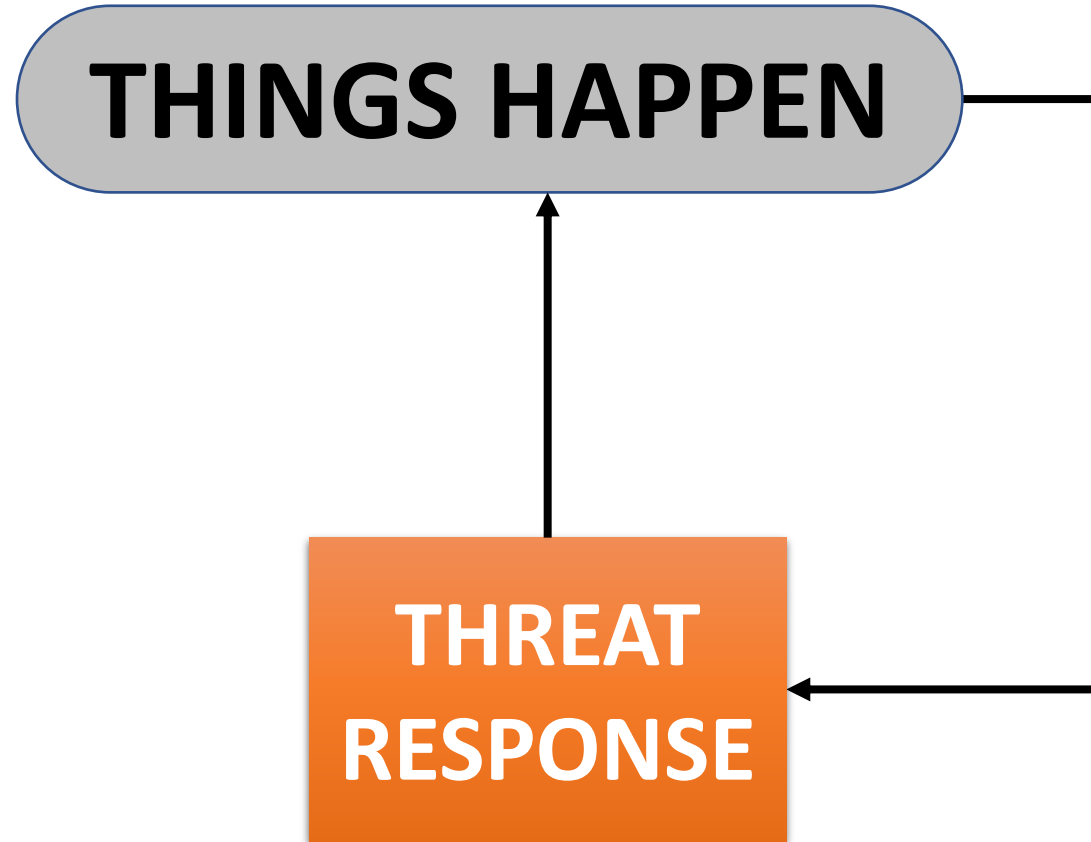
Curb Threat Responses

so we can work the Change Response Cycle in our favor.

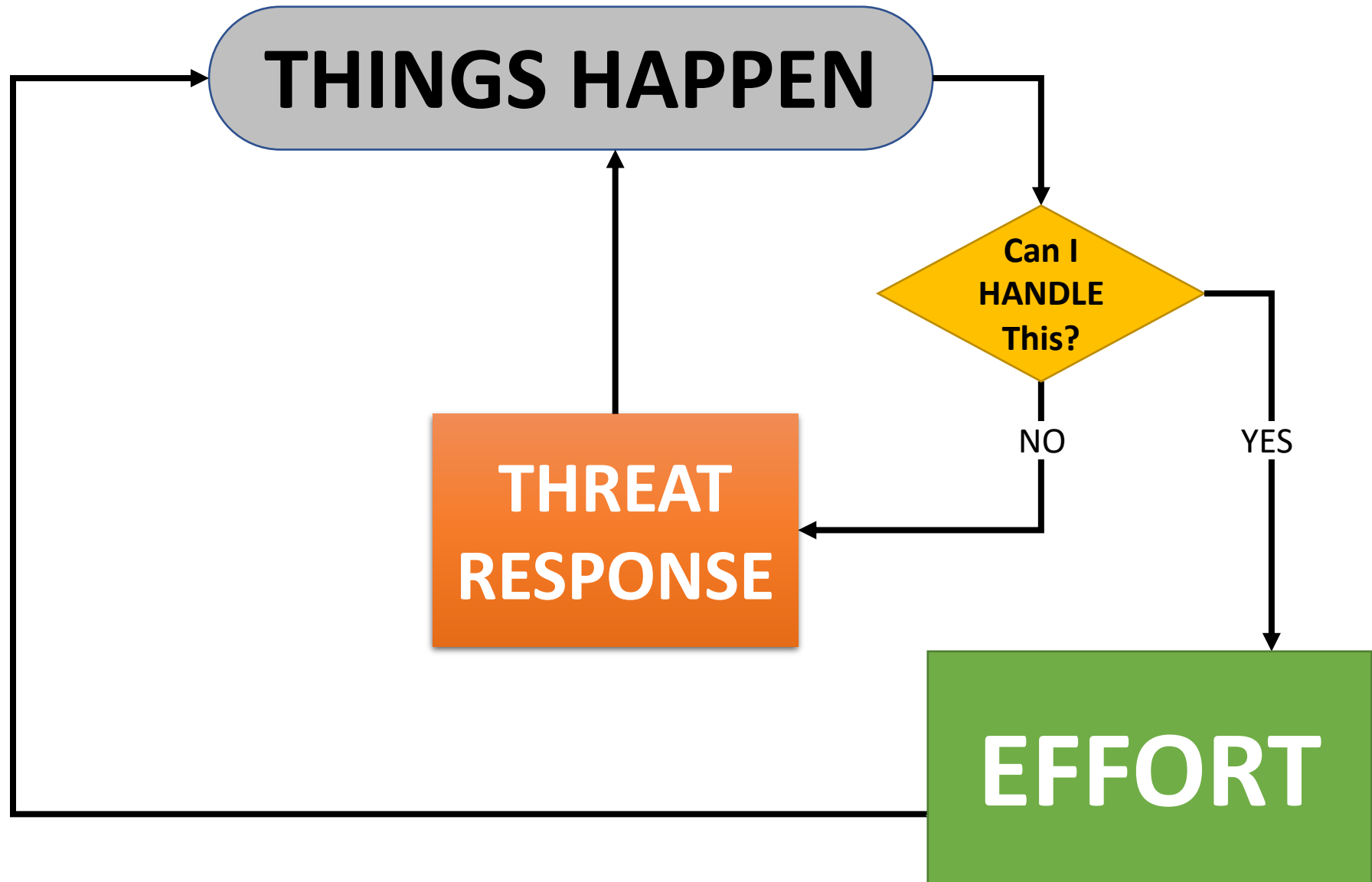
Change Response Cycle

THINGS HAPPEN

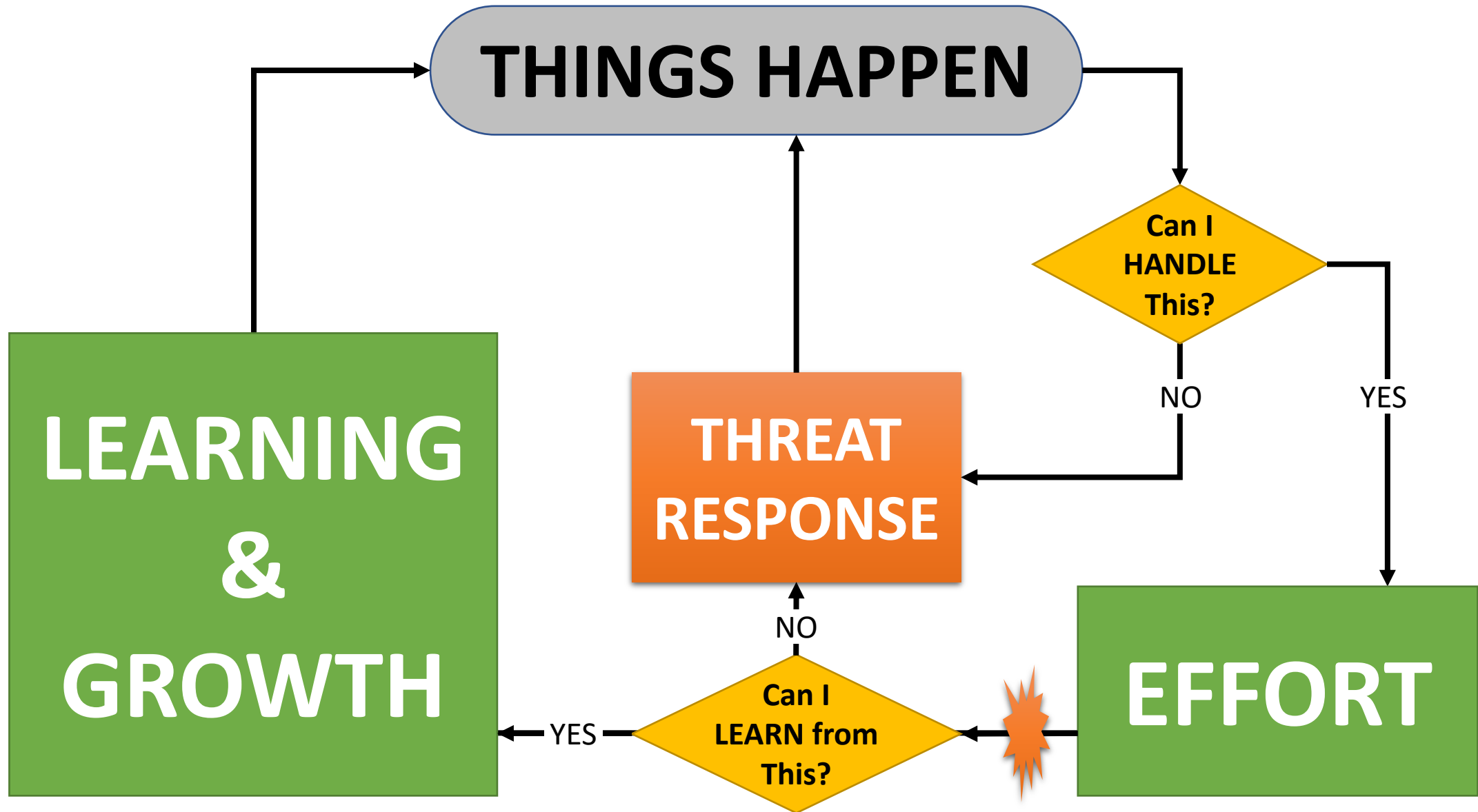
Change Response Cycle



Change Response Cycle



Change Response Cycle

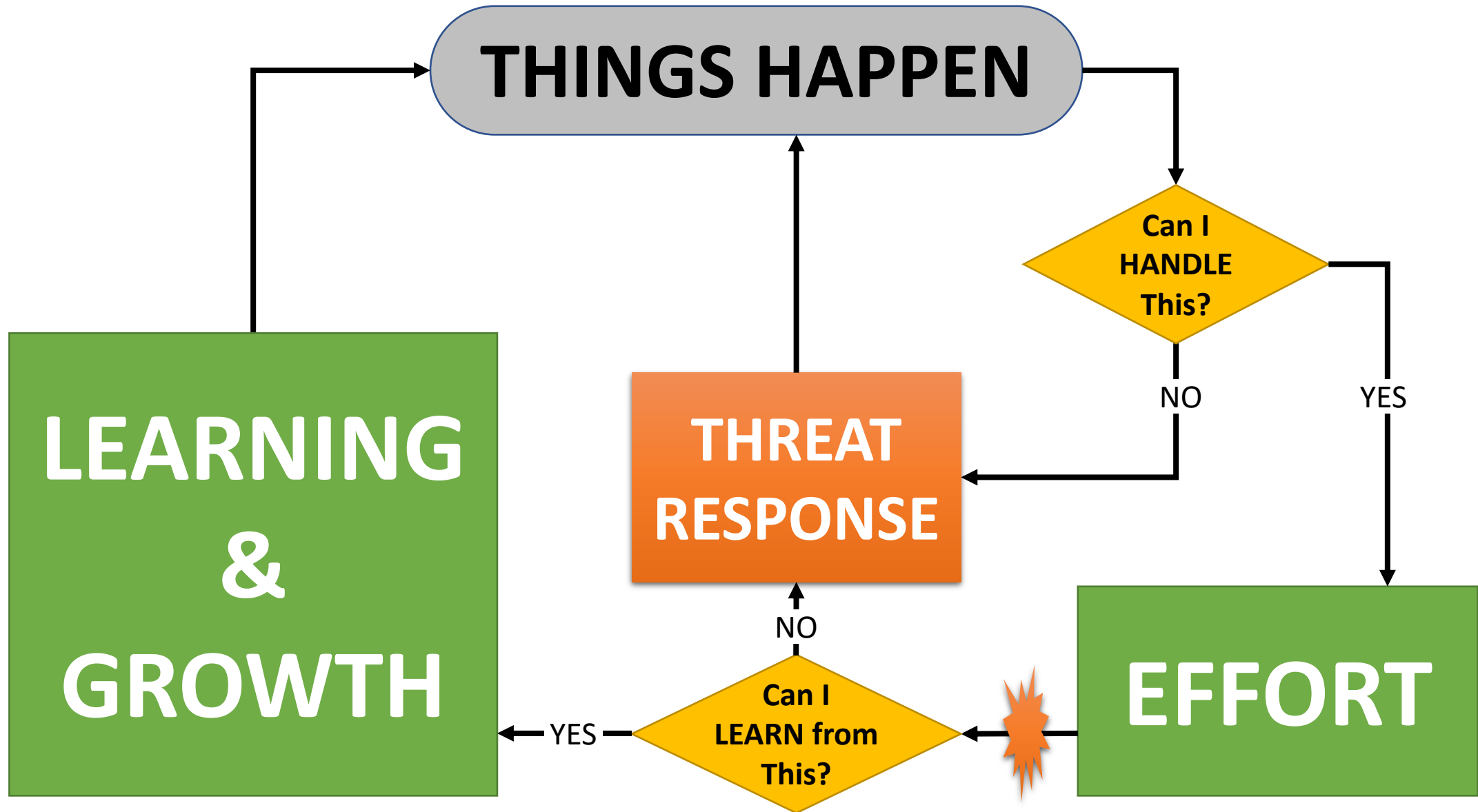


Discussion

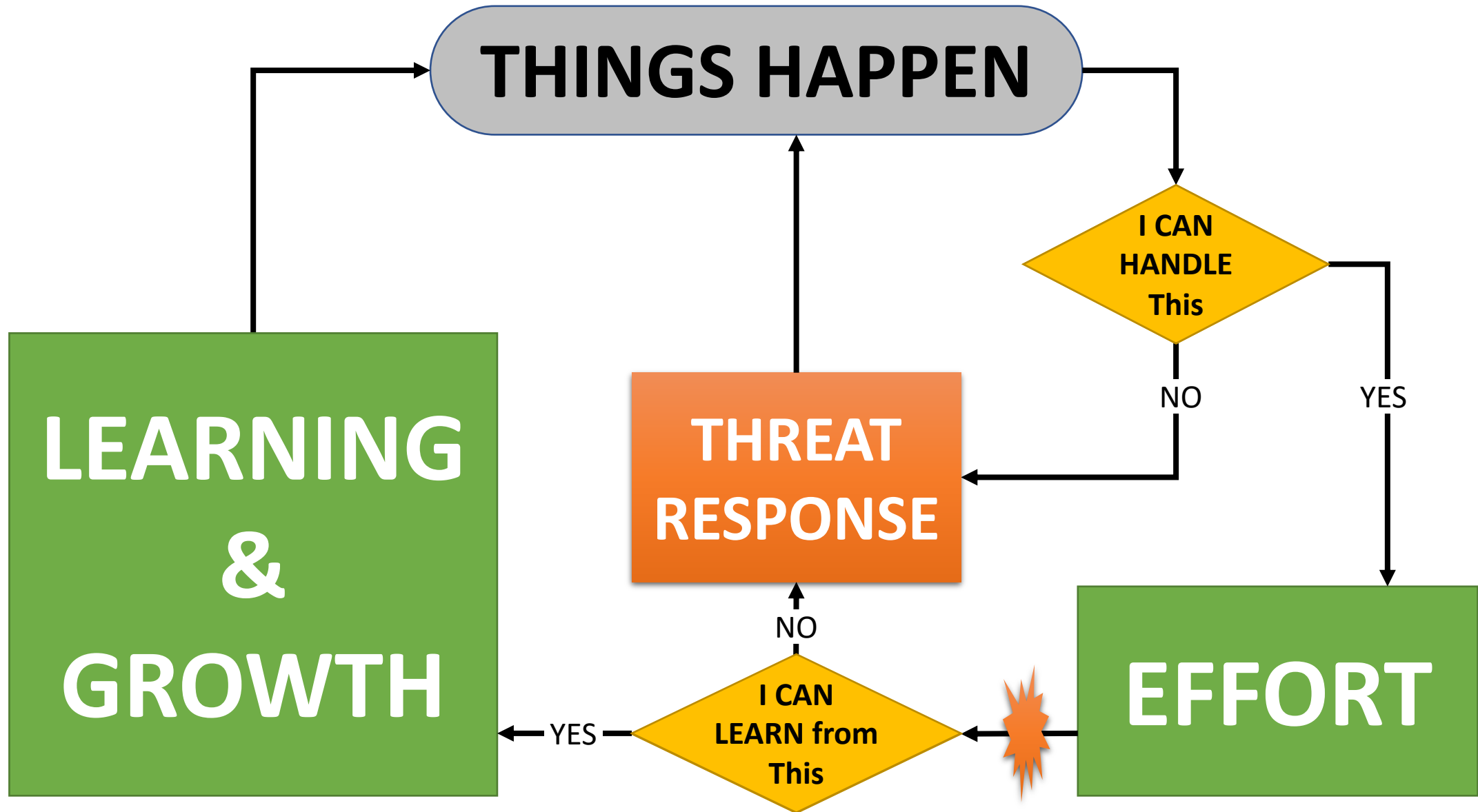
In breakout groups...

- What about this cycle **makes sense** to you?
- Where, if anywhere, do you see this cycle playing out **on the job**?

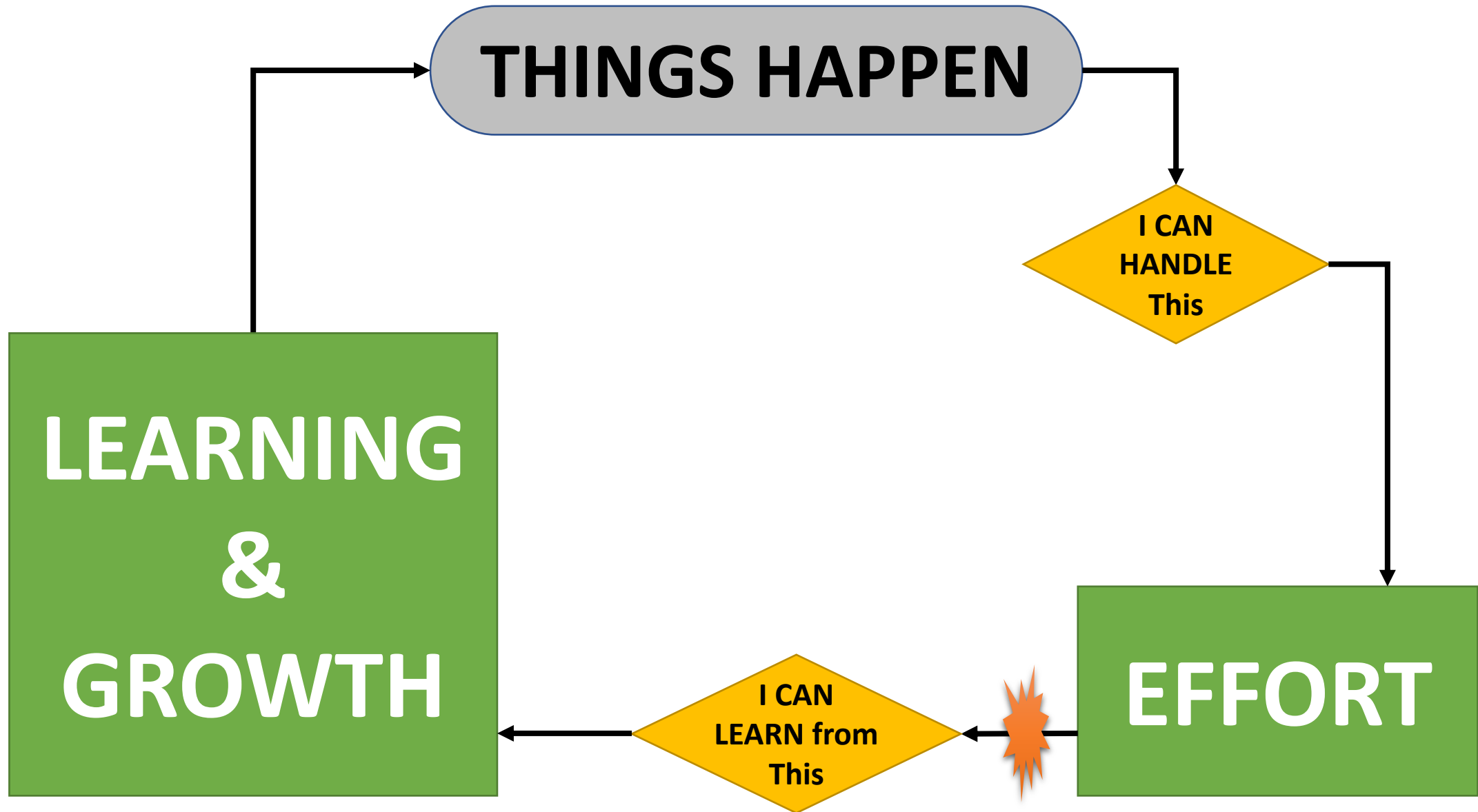
Change Response Cycle



Change Response Cycle



Change Response Cycle



Discussion

Think again of those who might be **resisting** DEI at your organization.

How can you use the Change Response Cycle to...

- Curb their **Threat Responses?**
- Ease them into more of a **Growth Mindset?**

A vertical teal bar on the left side of the slide.

Tactics – Onboarding & Training

Training System at “Groeth Inc.”

1. Large manufacturing company
2. Grant funding to create apprenticeship program
3. Problems throughout first 2 years → Turnaround!
4. Result:
 - Exceeded grant benchmarks
 - Tripled 90-day retention of new hires
 - Passed ISO audits with flying colors - “Best I’ve ever seen”
 - Improved cross-departmental teamwork & problem-solving
 - Built infrastructure to build an enterprise-wide learning culture

What It Took

1. Establishment of **goals & metrics**
2. Creation of a **Many to Many** training model
3. Rolling out flexible plant-wide **TTT** training
4. Formal **onboarding processes** for **DEPARTMENTS**, not just HR
5. Creation of systems to **track & follow up** on all activities
6. **VP support** throughout
7. A **LOT** of **listening, patience, tolerance, trust, and TIME**
8. A collective **Growth Mindset** baked into everything

What does **New Talent** bring?

Mindsets

Ideas

Skills

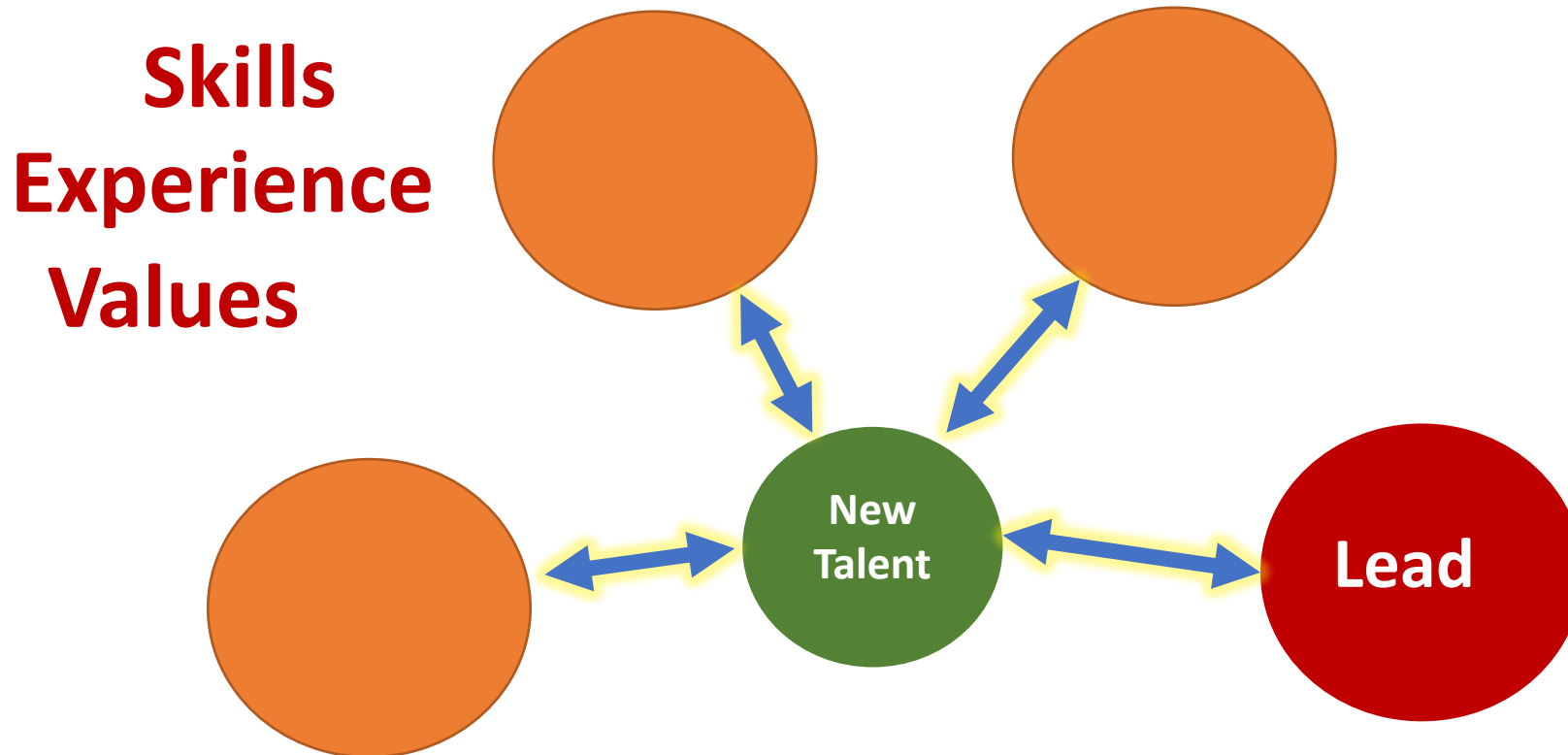
VALUE

Talents

Experience

Perspectives

Many-to-Many Training Model



1. Lead gets notice from HR
2. Lead & department manager coordinate on training plan
3. Lead coordinates with department employees
4. All form "catcher's mitt"
5. New talent arrives
6. All learn
7. Lead does warm hand-offs & fills out checklist
8. New talent joins team, ready for next hire

Discussion

- What, if anything, **stands out** to you?
- What, if anything, might be **useful** to you?

A vertical teal bar on the left side of the slide.

Next Steps

Action Items

- RIGHT NOW: Email mike@bellwethermn.com :
 - One thing from today's workshop that **stuck with you**
 - Your preference for our last Cohort Workshop (Tu, W, or Th)
- Register for a 30-minute consultation
<https://calendly.com/bellwether2/dli-equity-consultation?month=2021-06>
- Continue to work on your **Action Plan**

Closing Round-Robin:

What's ONE thing
you're **excited** to **start, try,**
or **learn more** about?

THANK YOU!

Contact Us

Mike Bell

(612) 432-8568

mike@bellwethermn.com