

# TALENT & CULTURE FOR GROWTH

SESSION II

EXECUTIVE ALLIANCE  
FOR SOCIAL IMPACT

SPRING 2024



# YOUR PRESENTER

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Founder & CEO  
Nonprofit HR



# WELCOME BACK!!!

# OVERVIEW OF COHORT

**Session 1: Leadership for Growth**  
(Full day, in person) – Wednesday,  
October 11

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**Session 2: Talent & Culture for  
Growth**  
(3 hours, virtual – Thursday, April  
11

**Session 3: Resilience &  
Sustainability for Growth** (3 hours,  
virtual – Thursday, April 18

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**Session 4: Wrap-Up**  
(Full day, in-person) – Thursday,  
April 25

# AGENDA

1:00 – 1:05 pm	Welcome & Opening Remarks
1:05 – 1:15pm	What's Good? You Good?
1:15 – 2:00 pm	Talent & Culture for Growth
2:00 – 2:10 pm	Self-care Break
2:10 – 2:55 pm	Your People's New Relationship with Work: Hybrid, Pay Equity, Employee Well-Being + More
2:55 – 3:05 pm	Self-care Break
3:05 – 3:50 pm	Leading A Diverse Workforce With Confidence & Authenticity
3:50 – 4:00 pm	Reflections



WHAT'S GOOD?  
YOU GOOD?

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# COHORT CHECK-IN



- What's good?
- What 3 words describe your workplace culture?



**TALENT &  
CULTURE FOR  
GROWTH**



# TALENT & CULTURE FOR GROWTH

What is talent management?

The way your organization attracts, develops and retains its employees

# TALENT & CULTURE FOR GROWTH



What is your organization's talent management strategy?

# TALENT & CULTURE FOR GROWTH



What is your organization's talent management strategy?

# TALENT & CULTURE FOR GROWTH



How would you rate  
your organization's investment in  
talent?

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# TALENT & CULTURE FOR GROWTH

What is culture?

Organizational culture is the sum of the values, beliefs, practices, and behaviors that contribute to the social and psychological environment of an organization.

# TALENT & CULTURE FOR GROWTH

Reflection  
Question:

What do you know  
about **your** organization's  
culture?

# TALENT & CULTURE FOR GROWTH

How do you  
validate what you  
believe/hear abo  
ut your  
organization's  
culture?

Stay/Exit  
Interview Data

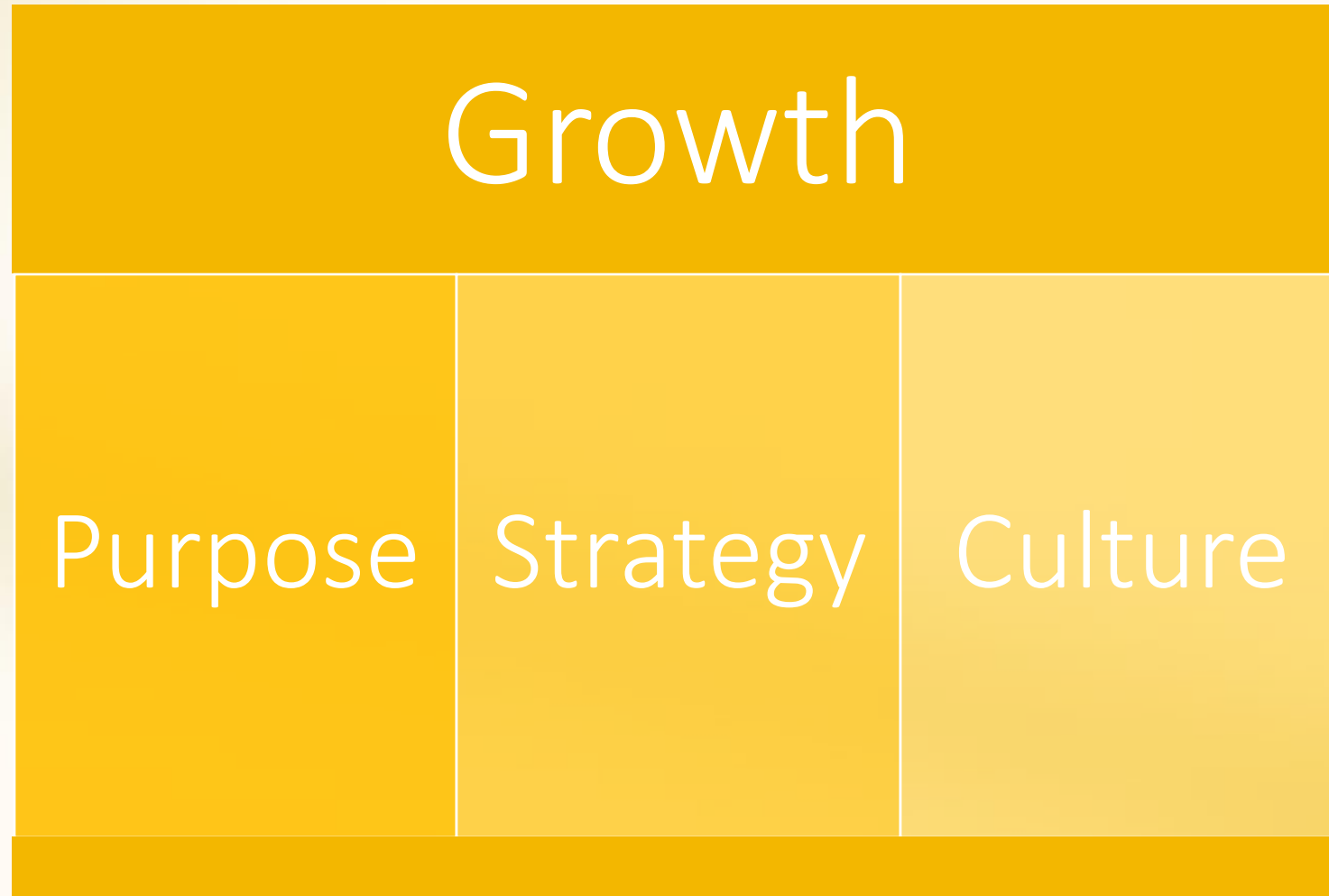
Surveys

Management  
Feedback

Open Forums

Employee  
Feedback

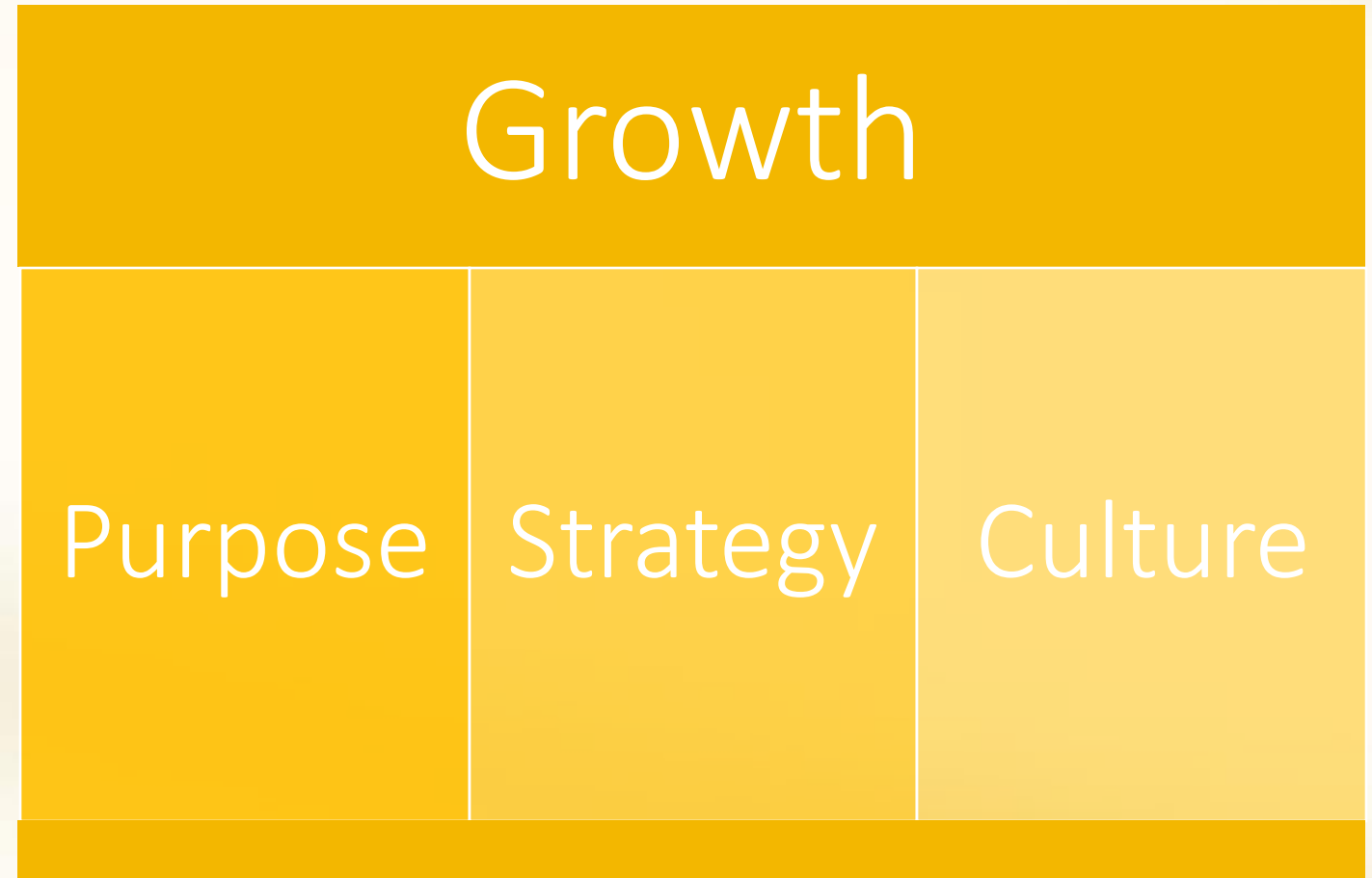
# TALENT & CULTURE FOR GROWTH





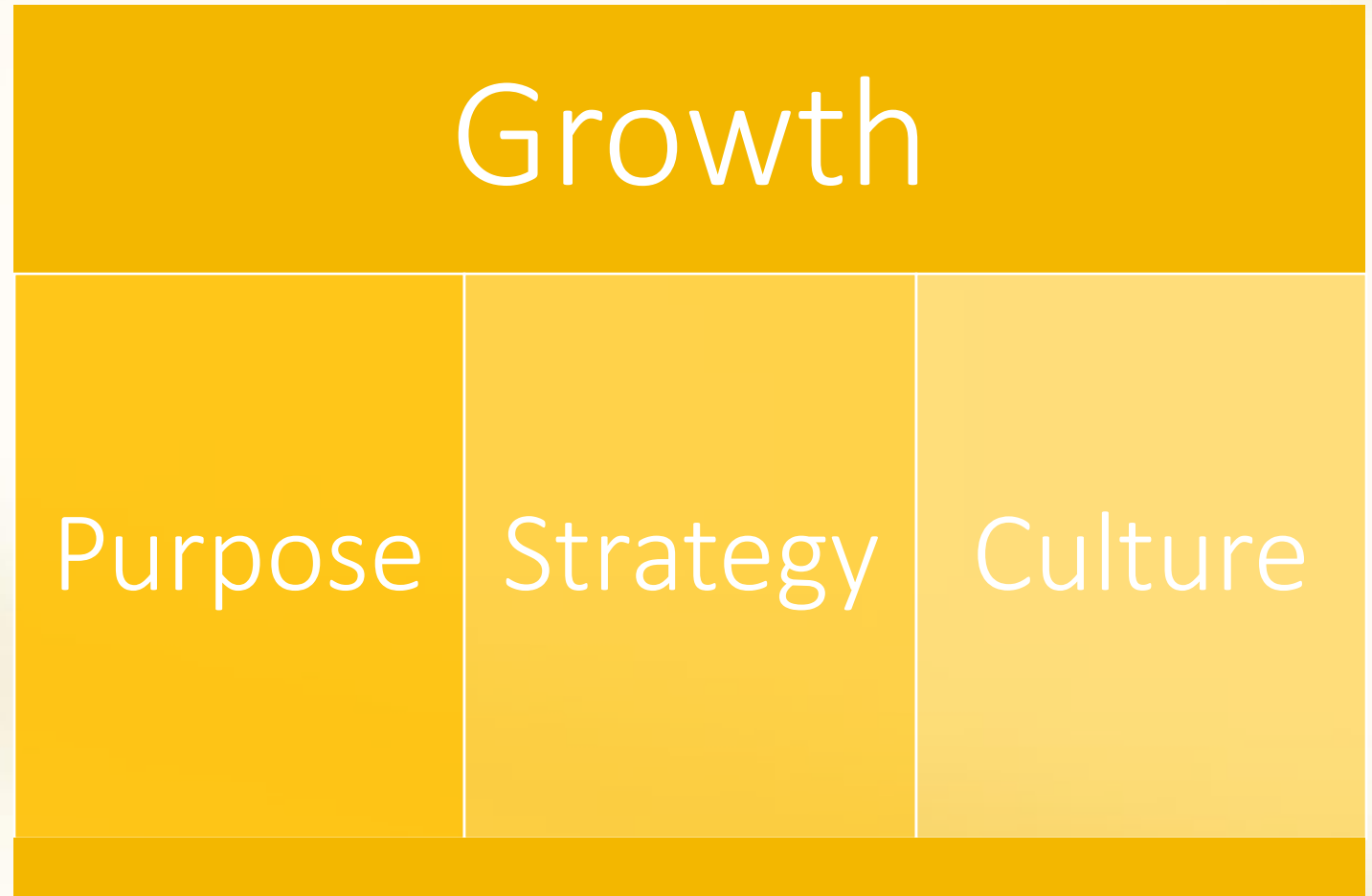
# TALENT & CULTURE FOR GROWTH

What is your organization's growth strategy and how is it impacted by your purpose & culture?



# TALENT & CULTURE FOR GROWTH

How has the attainment of your organizational strategy been impacted by your workplace culture ?





# SELF-CARE BREAK

*2:00 – 2:10 PM*

**YOUR PEOPLE'S  
RELATIONSHIP WITH  
WORK: HYBRID WORK,  
PAY EQUITY, EMPLOYEE  
WELL-BEING + MORE!**

# HYBRID WORK, PAY EQUITY, EMPLOYEE WELL-BEING + MORE

A photograph of three young professionals in an office hallway. On the left, a man with a backpack is talking to a woman in the center who is holding a coffee cup and a smartphone. On the right, another woman is looking towards them. The background shows a modern office building with large windows.

Gen Z and millennials  
now make up 46% of the  
full-time U.S. workforce

Gallup.com

# Who still works from home?

Source:

[https://www.nytimes.com/interactive/2024/03/08/business/economy/remot  
e-work-home.html](https://www.nytimes.com/interactive/2024/03/08/business/economy/remot-e-work-home.html)

# HYBRID WORK, PAY EQUITY, EMPLOYEE WELL-BEING + MORE



Office attendance is at an all-time, post-pandemic high of 51.8%

McKinsey.com

**“Hybrid is about more than work; it’s about people and how they’re treated. Hybrid equity embraces the fact that people have different needs, and that no single office environment can be all things to all people, nor should it be. It rejects bias towards any one workspace over another, or any one set of employee needs over another.”**



# HYBRID WORK, PAY EQUITY, EMPLOYEE WELL-BEING + MORE

## Hybrid Equity

Means that an organization ensures that its employees – whether or not they work from home or at a physical location – are on equal footing when it comes to productivity, responsibility and opportunity

## Proximity Bias

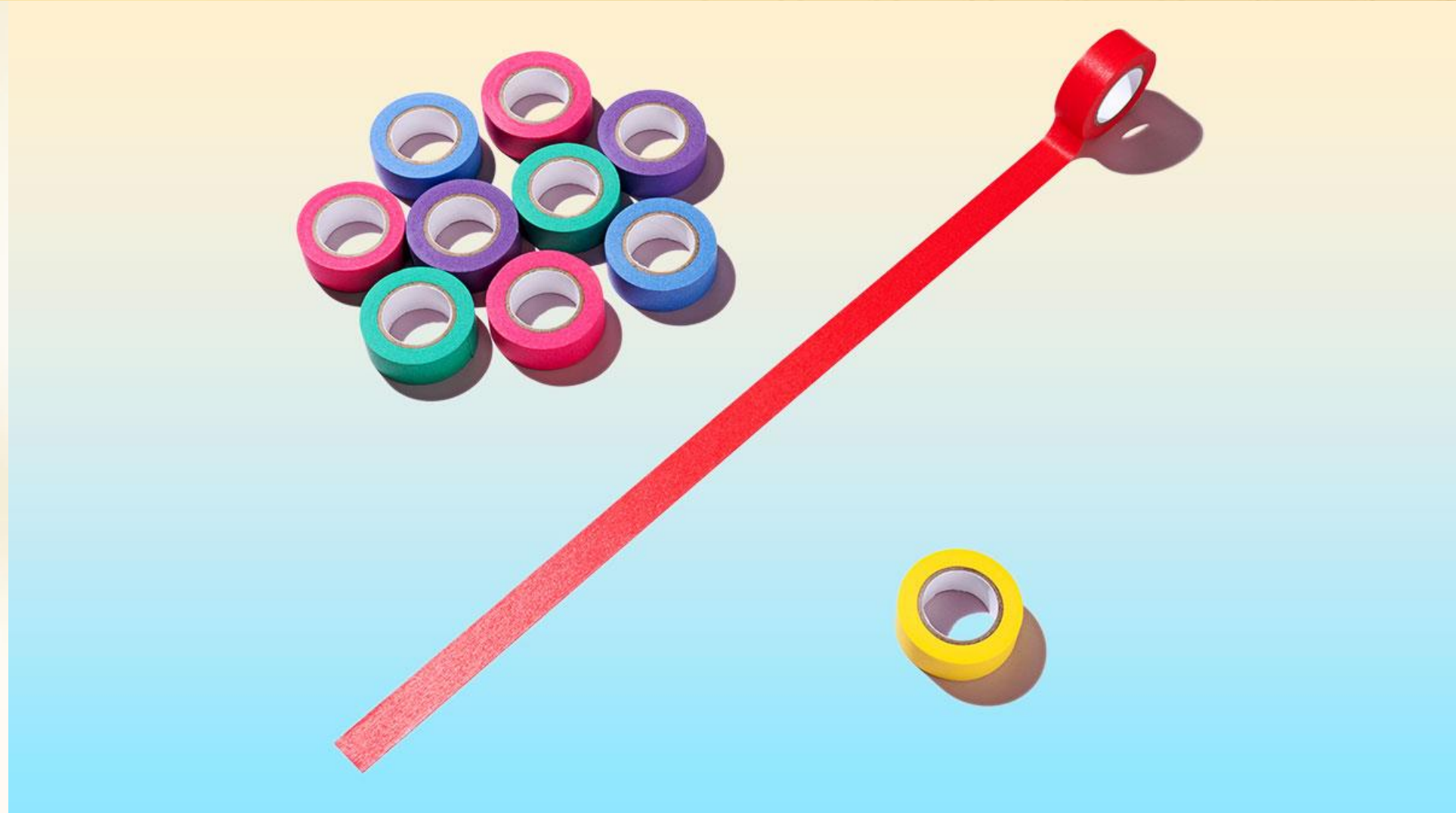
Favoritism or preference directed to employees who come into the workplace versus those who work remotely

# HYBRID WORK + EQUITY

## Proximity Bias + Hybrid Equity

How might they be showing up in your organization?

How do hybrid work, equity and inclusion intersect at YOUR organization?

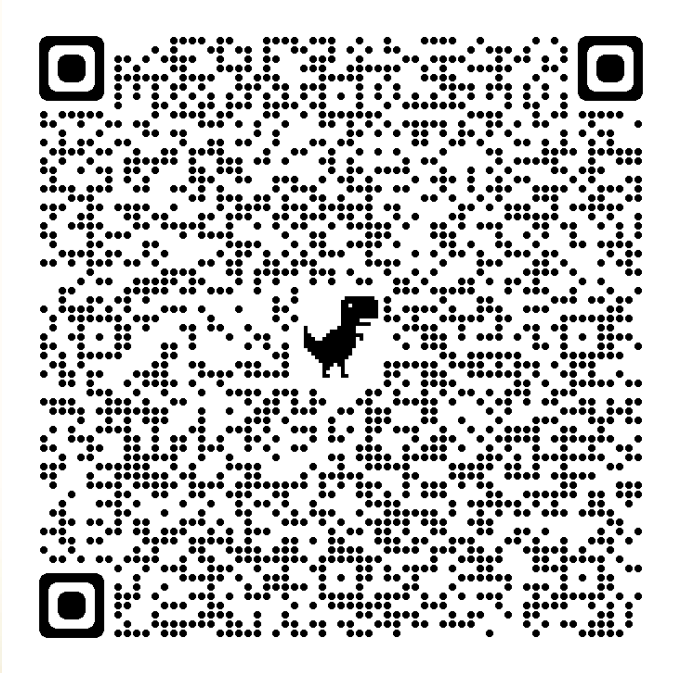
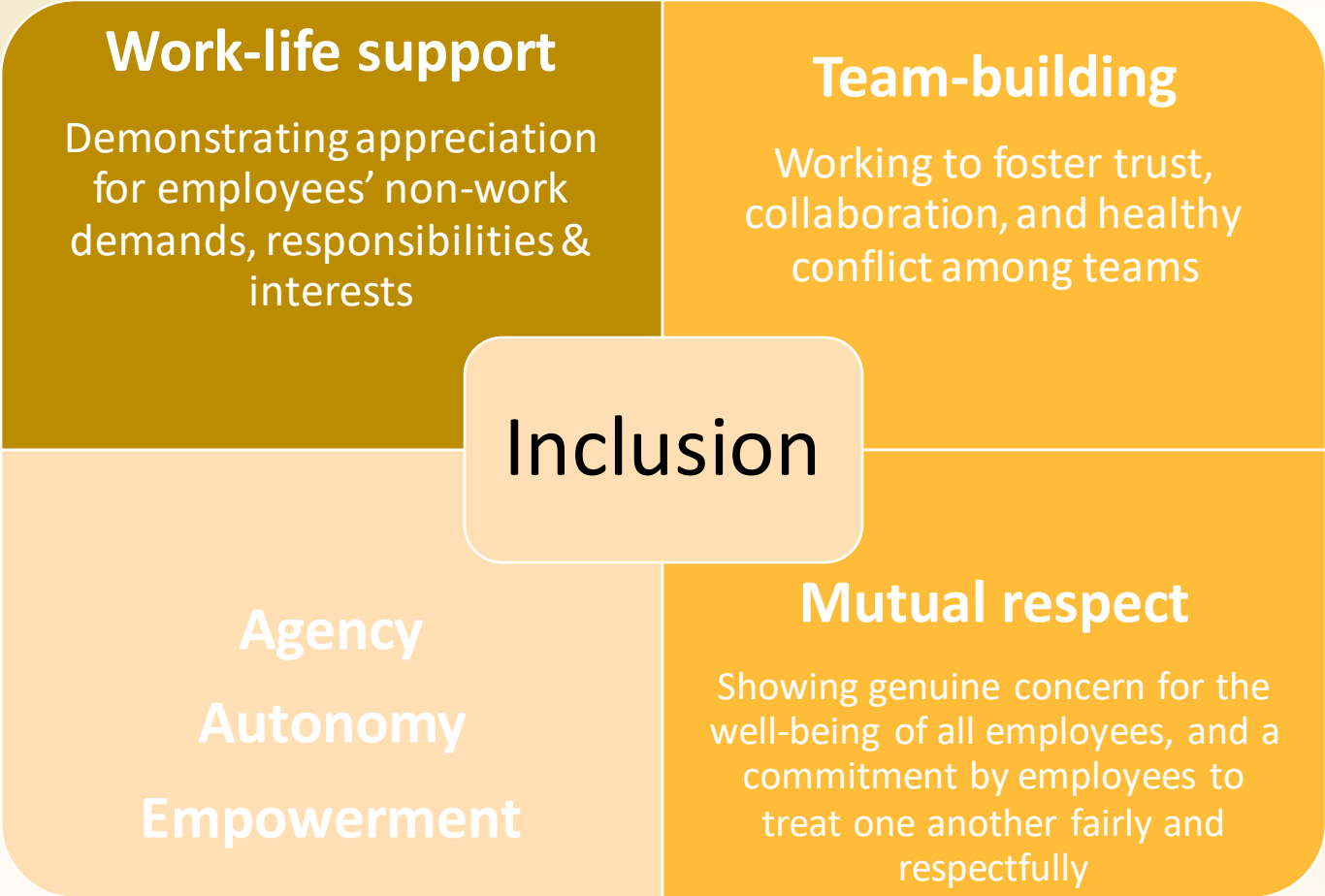


# HYBRID WORK

2 out of 3 employees who prefer hybrid [work] models say they are likely to look for other opportunities if asked to return fully on-site.

[McKinsey.com](https://www.mckinsey.com)

# HYBRID WORK + INCLUSION



Source: McKinsey & Company

## Peer-to-Peer Discussion Questions:

### Group #1

How do you hold yourself and others accountable for promoting inclusivity within your organization?

### Group #2

How have your inclusive leadership practices directly contributed to advancing your organization's mission and impact in the communities you serve?



# SELF-CARE BREAK

2:55 – 3:05 PM



# LEADING A DIVERSE WORKFORCE WITH CONFIDENCE & AUTHENTICITY

EXECUTIVE ALLIANCE FOR SOCIAL IMPACT - SPRING 2024 COHORT

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# LEADING WITH CONFIDENCE & AUTHENTICITY



*Authentic Leadership*

Solid Relationships

Effective Communication

Ethical Behavior

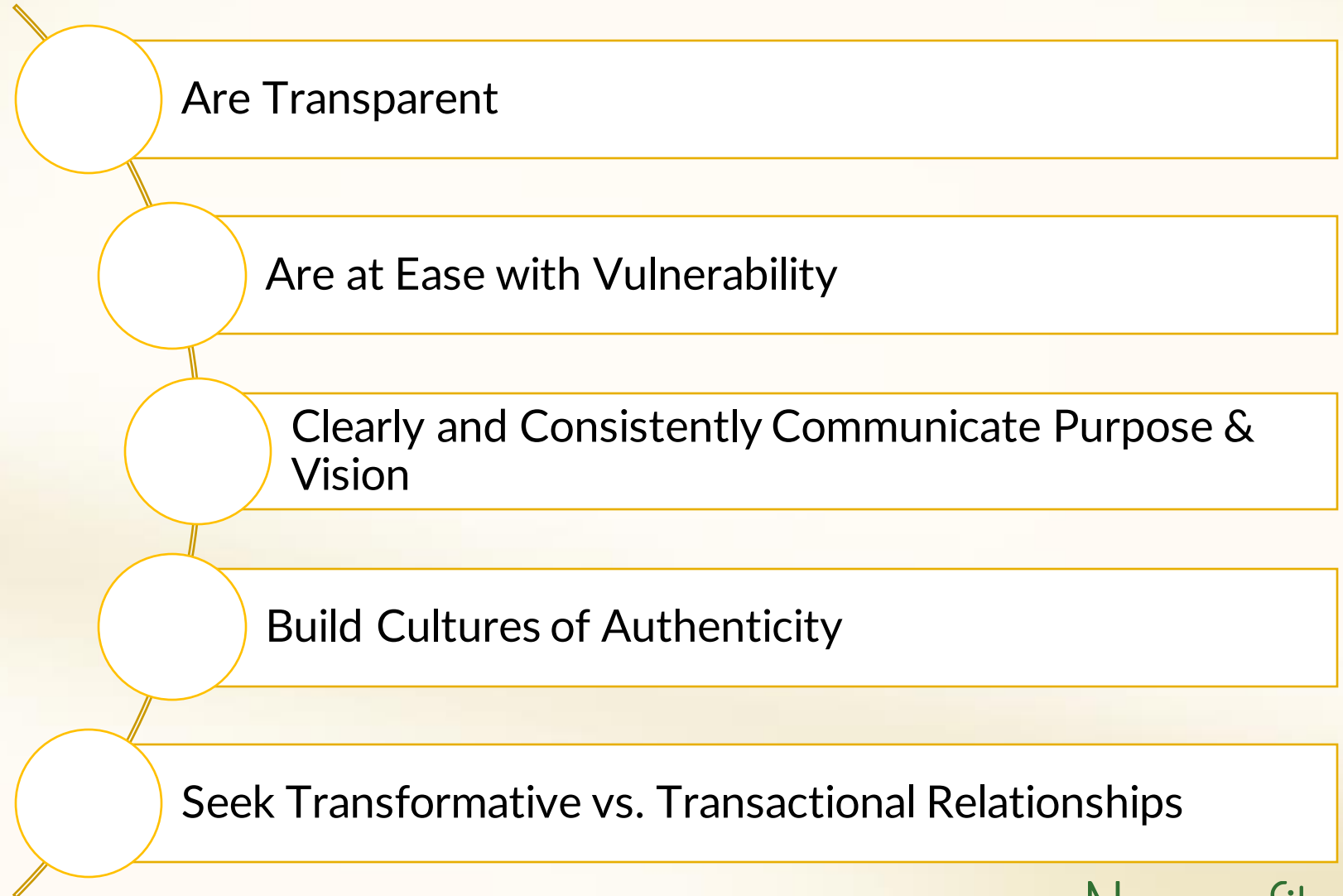
Sustainable Growth & Success



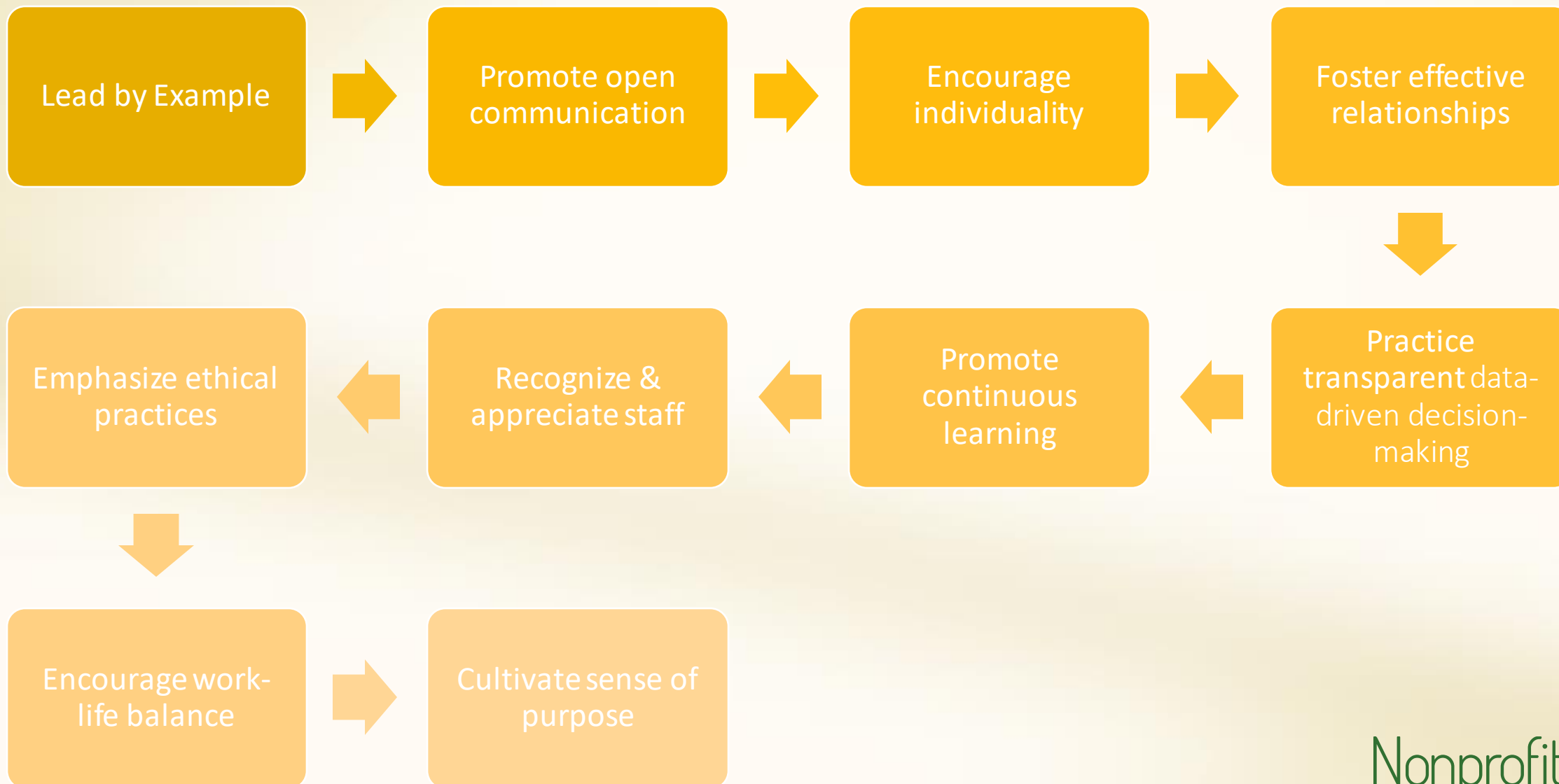
# LEADING WITH CONFIDENCE & AUTHENTICITY

We lead with authenticity when we:

Authentic Leadership



# STRATEGIES FOR LEADING WITH CONFIDENCE & AUTHENTICITY



# LEADING WITH CONFIDENCE & AUTHENTICITY

## Looking Inward:

Using the strategies for fostering a culture of authenticity, name the area in which your organization is *excelling*. Explain why.

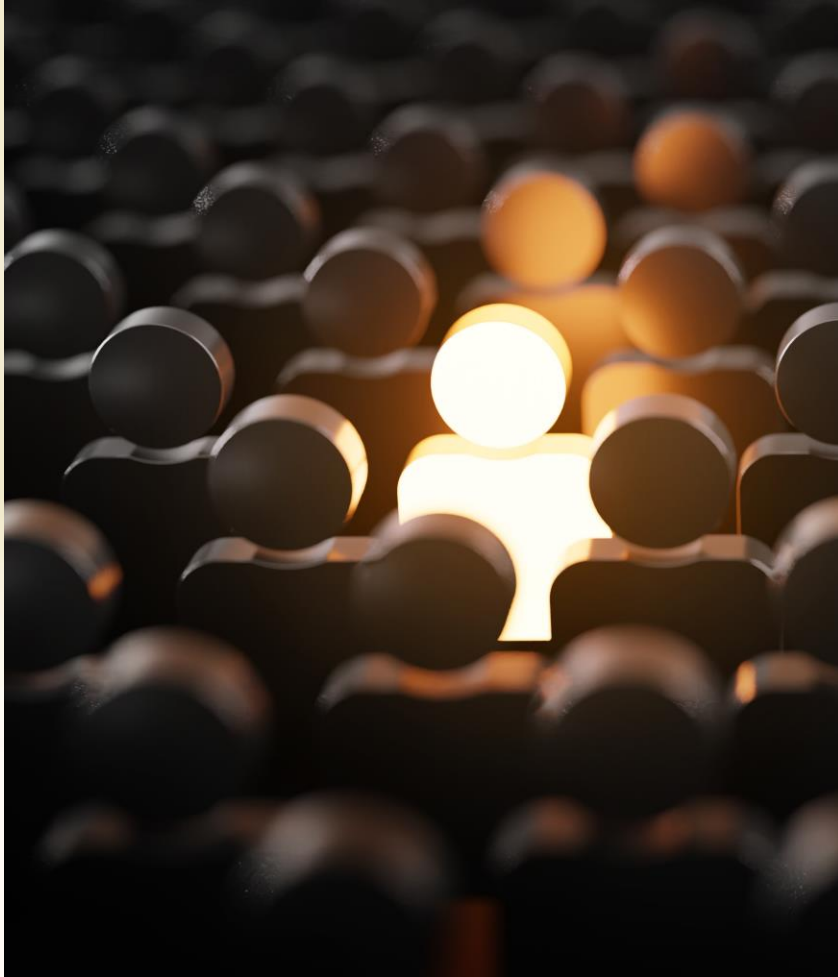
Using these same strategies, name the area in which your organization is *failing to meet expectations*. Explain why.

# LEADING WITH CONFIDENCE & AUTHENTICITY

## Culture Action Planning

Name 3 things YOU can do in support of advancing a culture of authenticity at your organization. Also name 3 specific things you can do to address where your organization is not meeting the mark.

# LEADING WITH CONFIDENCE & AUTHENTICITY

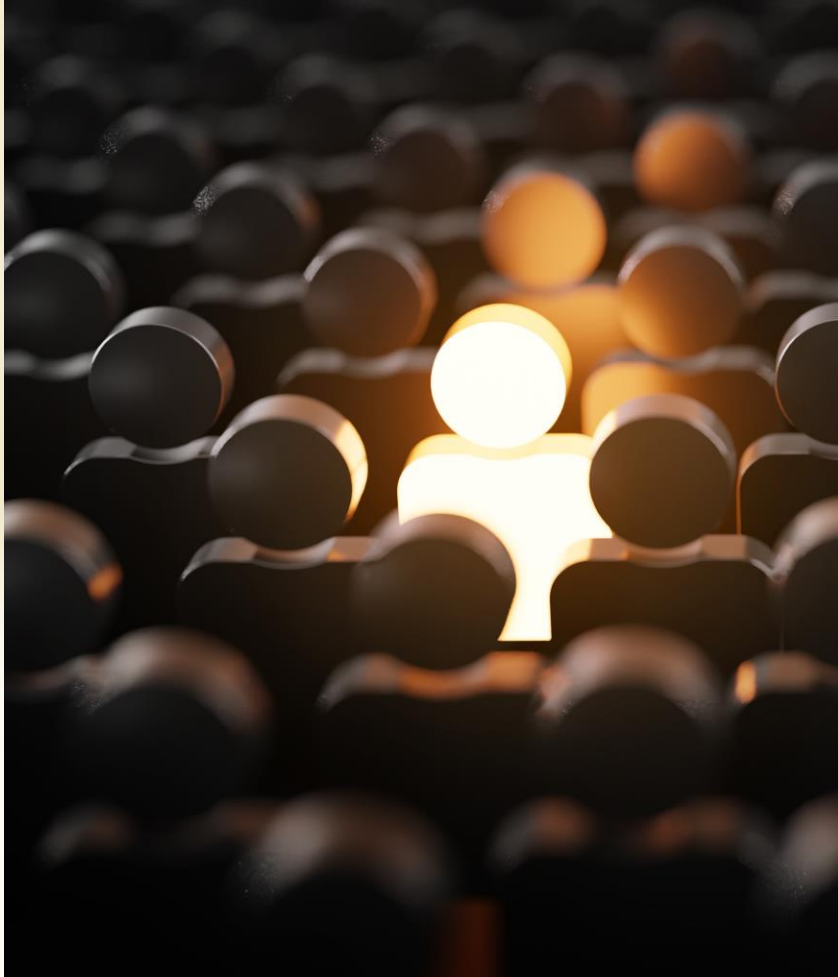


## Self-Reflection Questions

### Confidence

- How prepared and knowledgeable do I feel in leading my team toward our objectives?
- What results would my organization realize if I were fully confident and authentic in my leadership?

# LEADING WITH CONFIDENCE & AUTHENTICITY



## Self-Reflection Questions

### Authenticity

- How closely does my professional persona align with my true self?
- How consistent is my authentic leadership across various scenarios and interactions?

### Bonus Question

How do I balance expressing confidence with showing humility and vulnerability?

# REFLECTIONS

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