

Take the next steps to transform your company's talent practices.



A Transformative Webinar Series For Employers

Talent Rewire, San Diego Workforce Partnership, and the San Diego & Imperial Center of Excellence present:

The Employer Transformation Series, a selection of six experiential, action-oriented workshops for employers who want usable tools and technical guidance on how to embed equity and best practices into employment systems. This program is designed for HR professionals, operations leaders, and employers in all industries.

Each session will be 90 minutes and held on Zoom. Participation is offered at no-cost to participants—and employers can participate in one or as many workshops in the series as they choose.

Why Participate?

- A survey of over 1,300 C-Suite executives identified **failure to attract and retain talent** as the biggest organizational risk in 2023 AND in the future.
- Turnover rates ranging from 65-85% can result in an average of \$3,500 to replace an **hourly employee** and **\$12,000 to replace an entry-level employee**.
- Frontline hourly employees **report the lowest overall feelings of inclusion**, with Black employees reporting feelings of inclusion less than any other group.
- In a recent survey **79% of frontline employees reported wanting opportunities to share feedback monthly or more, but only 55% of employers give them a chance.**

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to Register!



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Workforce
Partnership

Series Schedule

October 23: The Sweet Spot of Systems Change

Research-Based Best Practices for Your Region

Participants will:

- Understand the six conditions of systems change
 - Identify and personalize next steps for meaningful employment practice change
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October 30: Identifying Change

The Opportunity Navigator and Your Next Steps

Participants will:

- Engage with the Opportunity Navigator tool to understand how shifting talent practices can strengthen the business
 - Identify one internal policy and/ or practice to operationalize values of equity and economic opportunity
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November 13: Prioritizing Psychological Safety

Toxic Culture or Safe Space

Participants will:

- Discuss best practices and pitfalls regarding psychological safety in the workplace
 - Generate an action step towards improving the corporate culture to increase hiring and retention
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November 20: Centering the Frontline and Entry-Level

Employee Engagement Strategy

Participants will:

- Analyze evidence-based employee engagement tools and strategies
 - Apply tools to help unlock efficiency, productivity, and innovations in support of frontline employees
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December 4: Amplifying Change

Bringing Frontline Managers and Organizational Leaders Together

Participants will:

- Learn a framework that positions leaders as compassionate change agents and employees as empowered systems fixers
 - Generate a specific next step utilizing the framework to connect leaders and frontline employees
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December 11: Power

Power Mapping and Barrier Analysis

Participants will:

- Consider levers of change and potential barriers to change in their organization
 - Workshop the levers and barriers to efficiently address emergent needs
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For additional information about the Series please contact talentrewire@fsg.org
Talent Rewire's California Employer Transformation Series is made possible through funding from the **San Diego & Imperial Center of Excellence**.