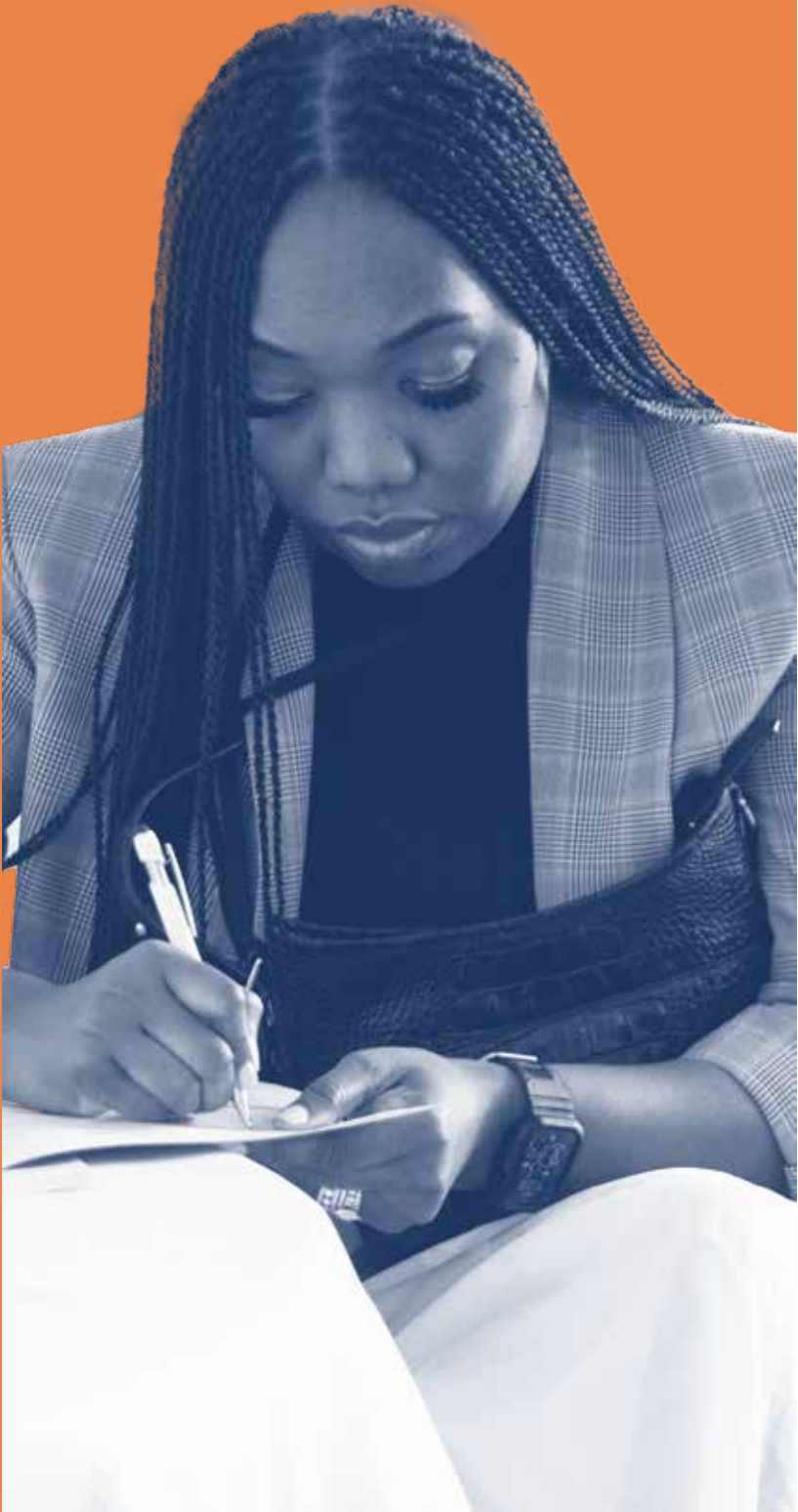


Talent Rewire
can help you
revitalize
your company's
talent practices.



The Opportunity

Talent Rewire presents 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. **Employers can elect to enroll in one or all of the offerings in the series.**

The Challenge

- 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.

**TALENT
REWIRE**



Talent Rewire is an initiative of FSG.
www.talentrewire.org

Employer Transformation Series

September 13: Local Workforce Context and How (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
-

September 27: Enabling 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
-

October 11: Centering Frontline and Entry-Level Employees

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
-

November 1: 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
-

November 8: Overcoming Obstacles

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
-

December 6: 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

Talent Rewire's Employer Transformation Series is made possible through funding from the **W.K. Kellogg Foundation**.

