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 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

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