HR & Talent Development
Solutions for the 21st Century Business

Vikki Nicometo, K-Coe People
YOU’RE PERFECTLY ALIGNED TO GET THE RESULTS YOU ARE CURRENTLY GETTING

Stephen Covey
Maslow’s Hierarchy of Needs

- **Physiological needs**
  - Health
  - Food & Water
  - Shelter
  - Sleep

- **Safety and security needs**

- **Love and belonging needs**
  - Friendship
  - Family
  - Achievement
  - Confidence

- **Esteem**
  - Morality
  - Self-fulfillment needs
  - Creativity
  - Spontaneity

- **Self Actualization**
Hierarchy of Needs for Organizational Health

**Basic needs**
- Employment
- A wage
- Employment security

**Psychological needs**
- Competitive wage
- Sense of contribution
- Self respect
- Right role/right path

**Self-fulfillment needs**
- Autonomy
- Growth & Development Opportunities
- Fulfillment of potential

**Physiological needs**

**Safety and security needs**

**Love and belonging needs**

**Esteem**

**Self Actualization**
WHAT ARE YOUR HR HEADACHES?
5: We are the gold standard!

4: Almost there. Just need a few refinements.

3: We know we should be doing more but aren’t sure how to get there.

2: The struggle is REAL! Improvement is needed!

1: Yikes! What even IS that?
Working with leadership teams to:

*turn vision and strategy into achievable, measurable goals*

- Vertical and horizontal alignment of goals
- Identification of organizational enablers and barriers to accomplishing goals
- Basic action plans for implementing goals w/i the year
- Basic action plans for communicating goals to employees, gaining buy in & addressing resistance to goals

(Client Outcomes)
Working with leadership teams to: 

*turn vision and strategy into achievable, measurable goals*

- Management confidence that they would be working on the “right” goals to assure corporate growth and profitability
- Establishment of an effective, repeatable program for goal setting that can be customized for all levels of the organization and presented by the organization’s internal training staff
Table Talk

1. How frequently do you write or review goals?

2. What challenges prevent you from consistently meeting your goals?
Working with leadership teams to:

**ensure the organization has the right people in the right roles**

- Conduct a gap analysis on Talent/People systems
- Create a snapshot of your culture from your own employees
- Prioritization of action steps
- Practical recommendations on best practices you can implement immediately
Client Outcomes

Working with leadership teams to:

ensure the onboarding and new employee training sets a solid foundation for success

- Process mapping the recruitment, onboarding and training workflows for new employees
  - Basic action plans for addressing missed recruitment opportunities
  - Re-configuration of onboarding process resulting in reduction of cost & increased employee engagement
Working with leadership teams to:

free up key leaders & staff to focus on growing their business instead of regulations

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<tbody>
<tr>
<td><strong>01</strong></td>
<td>Results or activities? – Most HR pro’s don’t have time to focus on culture due to compliance</td>
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<td><strong>02</strong></td>
<td>HR Outsourcing serves as your plumber – Allows you to focus on what matters most</td>
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<td><strong>03</strong></td>
<td>K•Coe provides the knowledge and experience of a practiced HR team</td>
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<td><strong>04</strong></td>
<td>Flexibility based on your desired approach</td>
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Progressive Talent Development

Trash your performance evaluation

The shift toward talent development discussions

Feedback systems
Coaching & Mentoring

Talent Advisors
• Professional coaches
• Focused on progress and results

Mentorship
• Not as simple as we think
• Designed mentorship experiences are key
Questions:

- Is your current performance evaluation process successful?
- How do you communicate expectations for job performance?
- How are employees held accountable in your organization?

Working with leadership teams to:

*communicate clear performance expectations, provide solid mechanisms for accountability & provide tangible rewards*
Table Talk

1. How do you communicate expectations for job performance?

2. What’s being done to show employee appreciation in addition to compensation?
Questions:

- Why do people leave and where are they going?
- Do you have a succession plan for key leadership positions?
- Which are the most difficult positions to retain and develop?
- What opportunities do your employees have for future career development?

Working with leadership teams to:

develop long term succession plans, assess and address employee engagement
Questions?