



EXIT 1A

LEADING SUCCESSFUL ORGANIZATIONS

Module: Strategic Plan for Creating an
Inclusive and Engaging Work Environment to
Attract and Retain Top Performers

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EXIT



ONLY



Key Concepts covered:

- Bias –Conscious and otherwise- Methods for overcoming on individual and organizational levels
- Business Argument for Diversity and Inclusion
- Compliance
- Culture
- Shifts in Demographics
- Dimensions of Diversity
- Discrimination
- Inclusion
- Leadership
- Strategic Business Plan
- Strategic HR Planning and Operational HR Planning
- Elements of a Strategic Management Plan for a Diverse Workplace
- Talent management, engagement, retention, succession planning



Sources included the websites of the following agencies, organizations and companies:

- Chubb
- Equal Employment Opportunity Commission (EEOC)
- Gallup
- Harvard Business Review
- Job Accommodation Network (JAN)
- Ryder Systems, Inc.
- Society for Human Resource Management (SHRM)
- U.S. Census Bureau
- U.S. Department of Labor, Bureau of Labor Statistics (BLS)
- U.S. Department of Labor, Office of Disability Employment Policy (ODEP)
- U.S. Department of Labor, Office of Federal Contract Compliance Programs (OFCCP)
- U.S. Department of Veterans Affairs (VA)

Some of the links used to research material:

<http://hbr.org/2010/05/mentoring-millennials/ar/1>

<http://www.bls.gov/news.release/empsit.t01.htm>

<http://2010.census.gov/2010census/data>

<http://quickfacts.census.gov/qfd/states/00000.html>

<http://www.dol.gov/odep/topics/Employers.htm>

<http://www.gallup.com/strategicconsulting/en-us/employeeengagement.aspx>

<http://hrcouncil.ca/hr-toolkit/keeping-people-employee-engagement.cfm>

http://www.shrm.org/templatestools/samples/hrforms/articles/pages/1cms_011511.aspx

<http://www.shrm.org/pages/login.aspx?returnUrl=http%3a%2f%2fwww.shrm.org%2fhrdisciplines%2fdiversity%2farticles%2fpages%2fstrategicdiversitymanagementplan.aspx> (for SHRM members)

<http://www.va.gov/vetdata/>