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## C-TEN Content Concierge | August 2019

In addition to the Member Newsletter (last day of the quarter), C-TEN members will receive a Content Concierge service of carefully curated content that supports the topics discussed at our most recent meetings. You can expect the Content Concierge emailed to you mid-quarter.

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### ***June 11th meeting***

*Topic:* Member's 2019 Strategic Priorities

- Building a better connection between workforce and culture. Make employee services easier.
- Net employee promoter score. Tracking improvements or dis-improvements
- Cross-company communication, use to drive a better connection with culture
- Acts of service initiative. Paying employees to do community work. Get connected to our culture – we are willing to make investment in community, must be a good place to work for. Investment to drive turnover down.

*Resources:*

#### **1. Reimagining Recognition (*Case study with best practices*)**

Ericsson is creating a culture of success with their values-based recognition program.  
June 2018

<http://www.hrotoday.com/news/engaged-workforce/performance-management-rewards/reimagining-recognition/>

#### **2. Culture By Design (*CHRO interview*)**

CHRO Kevin Silva has built a human capital blueprint that provides a sense of inclusion, purpose, and opportunities to grow. The result? A 95 percent retention rate of accelerated talent.

October 2018

<http://www.hrotoday.com/news/engaged-workforce/talent-retention/culture-by-design/>

#### **3. Recognizing Goodness (*Best practices to adopting volunteerism program*)**

Companies are adopting volunteer programs to attract and retain younger workers.

March 2018

<http://www.hrotoday.com/news/engaged-workforce/performance-management-rewards/recognizing-goodness/>

#### **4. The Spirit of Giving (Comcast case study)**

Employee volunteerism is key to creating a strong and engaging company culture.

June 2018

<http://www.hrotoday.com/news/engaged-workforce/the-spirit-of-giving/>

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### **July 11th meeting**

*Topic: "What's Wrong with the Way we Hire Now – a Lot – and What we Should be Doing Instead"*

- Global recruiting solutions
- What do your recruitment advertising and sourcing capabilities include today? (i.e. Access to ATS, HRIS, CRM, online databases/job boards, associations, recruitment advertising, internal recruitment training, etc.) How do you set/determine your annual budget?
- How often do you evaluate your hiring process? How long does it take someone to apply?
- Is your process efficient and candidate friendly? How do you know?

*Resources:*

#### **1. Rebooting Recruiting**

Two organizations share how they made significant improvements to their candidate attraction and selection processes through technology.

May 2019

<http://www.hrotoday.com/news/enabling-technology/rebooting-recruiting/>

#### **2. Achieving Business Value**

These five strategies can help organizations reap the full business benefits of their HR technology investments.

May 2019

<http://www.hrotoday.com/news/enabling-technology/achieving-business-value/>

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### **August 13th meeting**

*Topic: Maintaining employee engagement and productivity*

- How do you motivate and increase productivity?
- Disengaged employees are costing US businesses \$605 billion in lost productivity

- Taking a holistic view on employee experience as it relates to wellness and wellbeing. Allows employees to pick and choose what is important to them.
- Equip team with right tools. Collaboration tools. Communication apps.
- Improving cultural fit with better recruiting. Approach hiring more like a courtship.
- Improving employees' skills with training. Training greatly benefits both employers and employees. Self-learning or gamification

*Resources:*

**1. Maximizing Potential**

New research reveals the drivers and deterrents of employee productivity—and how employee benefits can help both.

June 2019

<http://www.hrotoday.com/news/engaged-workforce/benefits/maximizing-potential/>

**2. What Drives Engagement?**

Two HR leaders share their innovative strategies that have resulted in industry-leading employee engagement rates.

December 2018

<http://www.hrotoday.com/news/engaged-workforce/what-drives-engagement/>

**3. Whole-Self Benefits**

A holistic benefits plan is at the top of the wish list for today's employees—here's how to create one that stands out.

February 2019

<http://www.hrotoday.com/news/engaged-workforce/benefits/whole-self-benefits/>