



1 serving



4 years



Karin Wagner - 2022 HR Excellence Award Winner



samsara



RECIPES FOR SUCCESS

Ingredients

- 2 tbsp fearlessness
- 1 cup driven
- 2 tsp leadership
- 2 tbsp transformative
- 1 tsp influencer
- 2 cups agile
- 1 cup people champion

Method

1. Increase talent mobility through expanded development programs
2. Develop engagement model that enables multiple RPO providers to work side-by-side
3. Enhance DEI by implementing it as part of core senior leadership business objectives (MBOs)
4. Comprehensive TA transformation initiative encompassing new use of tech, training and change management

Results

A well focused education campaign helped facilitate culture change important to internal mobility

Engaging multiple RPOs supported rapid growth as hiring increased 150% from 2019 to 2021

Implementing DEI MBO established more accountability that will sustain DEI support at all levels

TA transformation yielded improving performance metrics that apply to time, efficiency and user experience

Learn more : www.hrotoday.com/2023-hro-today-association-awards/