



Retaining and Developing Diverse Talent

In September 2021, it was 4.4; in October it was 4.2; and in November it was 4.5 million workers who quit their jobs in the United States. The great resignation is having a significant impact on business, HR, managers, coworkers, and creating widespread burnout, among other consequences. In this program, we will discuss what talent, especially a diverse individual, looks for when making a decision to stay or go, so that you can increase retention. We will also look at talent development practices you can follow now to slow down turnover at your organization.

Attendees will gain clarity and best practices in:

1. Assessing your organizational climate and determining what would make employees want to stay
2. Exploring surface perceptions about what characteristics get people promoted in your organization
3. Increasing awareness of culture on behavior
4. Considering how a diverse workforce can create a competitive advantage for your organization and increase your bottom line

About the Speaker:

Carmen L Bonilla delivers leadership development training through her training and consulting company. She is a former Assistant Professor of Management and Business Strategy at Rutgers Business School.

During her more than seven years teaching in corporate and university settings, she has contributed to the formation of diverse managers and students in topics that include diversity, equity, and inclusion (DEI), building high performing teams, coaching, managing change in the workplace, and others.

Carmen draws on her 20 years of professional experience to enrich the training classes she delivers, and brings an ability to quickly identify business challenges and recommend solutions. In the past, she held corporate roles managing teams, client relationships, global business and technology projects, and learning and development initiatives.

Carmen is an Organization Development Certified Professional, Prosci Change Management Practitioner, Hendricks Institute certified coach, and has held the Project Management Professional designation. She holds a Magna Cum Laude bachelor's degree in organizational studies from University of Puerto Rico in Mayaguez where she earned the Faculty's Award as its Most Outstanding Student; and an MBA in General Management from New York University, Stern School of Business.

Visit her LinkedIn profile at <https://www.linkedin.com/in/carmenlbonilla/>

Thursday, February 10, 2021

8:15 a.m. – 10:00 a.m.

R.S.V.P. by 5:00 p.m. on

Wednesday, February 9, 2022

online at:

<http://jsahr.shrm.org/events>

or admin@jsahr.org

or call JSAHR at 732-701-7155

Registration Fees - Virtual

Members - \$10

Non-Members - \$20

Student/In-transition – Free

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SHRM PDC recertification credit and 1.0 HRCI
General recertification credit.*

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SHRM-SCP.*

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