

The Jersey Shore Association for Human Resources January Breakfast Meeting

A Conversation about Radical Transparency Presented by Gerry Crispin

In recent years, pressures to disclose more and more information to employees and candidates have challenged HR and Talent Acquisition leaders to change policies and practices. Twenty-one states make it illegal to ask candidates their salary or, in nearly as many states, to have a policy restricting employees from sharing their salaries with one another. Recruiters, required to offer diverse slates to hiring managers, are typically hamstrung by being excluded from knowing whether pools of candidates include applications from underrepresented groups. Candidates must disclose every work relationship they ever had and explain why they left; but hiring managers almost never supply who they've hired in the past and how well they have developed them to succeed or be promoted. There is more, much more, that a new generation of candidates and employees are asking for. How open are you?

By attending this session, participants gain clarity and best practices to address:

- Major trends impacting work
- Major trends impacting hiring decisions
- Major trends impacting retention



About the Speaker

Gerry Crispin founded [CareerXroads](#) in 1996 to encourage the transformation of hiring into the 21st century. Today, with his business partner, Chris Hoyt, [CareerXroads](#) is in its second decade as a member-driven community of talent leadership teams from 100+ mostly multi-national employers, who are devoted to learning from and helping one another improve and succeed. In 2010, Crispin co-founded a non-profit, [Talentboard](#), with Elaine Orlor and Ed Newman, to better define and research the candidate experience, a subject he has been passionate about for more than 30 years. Crispin co-authored eight books on the evolution of staffing and has written many articles and whitepapers on similar topics. His career spans 50 years and includes Consulting, Recruitment Marketing, HR leadership positions with Fortune 100 employers, Executive Search and Career Services at the university from where he graduated with his BE in Engineering as well as IO/Psychology degrees. Crispin's student persona is kept fresh by leading global delegations of CHROs and TA leaders with China Gorman each year to interview government officials, employers, professors, and students about work and hiring practices somewhere in the world.



Thursday, January 12, 2023

8:15 AM – 10:00 AM

Kindly RSVP by **9:00 AM** on
Friday, January 6, 2023
online at:

<http://jsahr.shrm.org/events>
or admin@jsahr.org
or call JSAHR at 732-701-7155

Registration Fees

Members - \$35
Non-Members - \$50
First time guests and In-transition - \$25
Student - \$10 (with valid ID)

Special Notice

This program is pending approval for 1.0 SHRM PDC recertification credit and 1.0 HRCI General recertification credit.

JSAHR is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP or SHRM-SCP.

Sponsored by:



**If you would like to sponsor this meeting,
please call 732-701-7155.**

This session may be recorded. Video, images and voice recordings may be taken during the session and shown at this and other JSAHR Chapter meetings. By entering the meeting, you are consenting to such use. If you object to the use of your image or voice, do not enter the meeting; please contact Christine Higgins @ 732-701-7155.