



HOW TO BUILD THRIVING TEAMS: A FRESH APPROACH TO RECRUITMENT AND ONBOARDING

Tuesday, June 11, 2024





ABOUT NONPROFIT HR

Our Vision:

We are the leading source of innovative talent management, talent acquisition services and knowledge for the social impact sector.

- Total lifecycle solutions for talent management.
- 20+ years of serving the social sector as a trusted advisor and thought partner.
- Thousands of missions served.
- Black woman owned.
- National footprint.
- Award-winning and credentialed staff.

"Nonprofit HR's experts listen, articulate people-centric solutions and understand the correlation between having high-performing engaged staff and us being able to support our members' needs. Their team has elevated the importance of and visibility around innovative HR practices. Nonprofit HR is an invaluable strategic partner."

Cathy Gibney, Chief Financial Officer,
National Hospice & Palliative Care Organization



YOUR NONPROFIT HR
PRESENTERS



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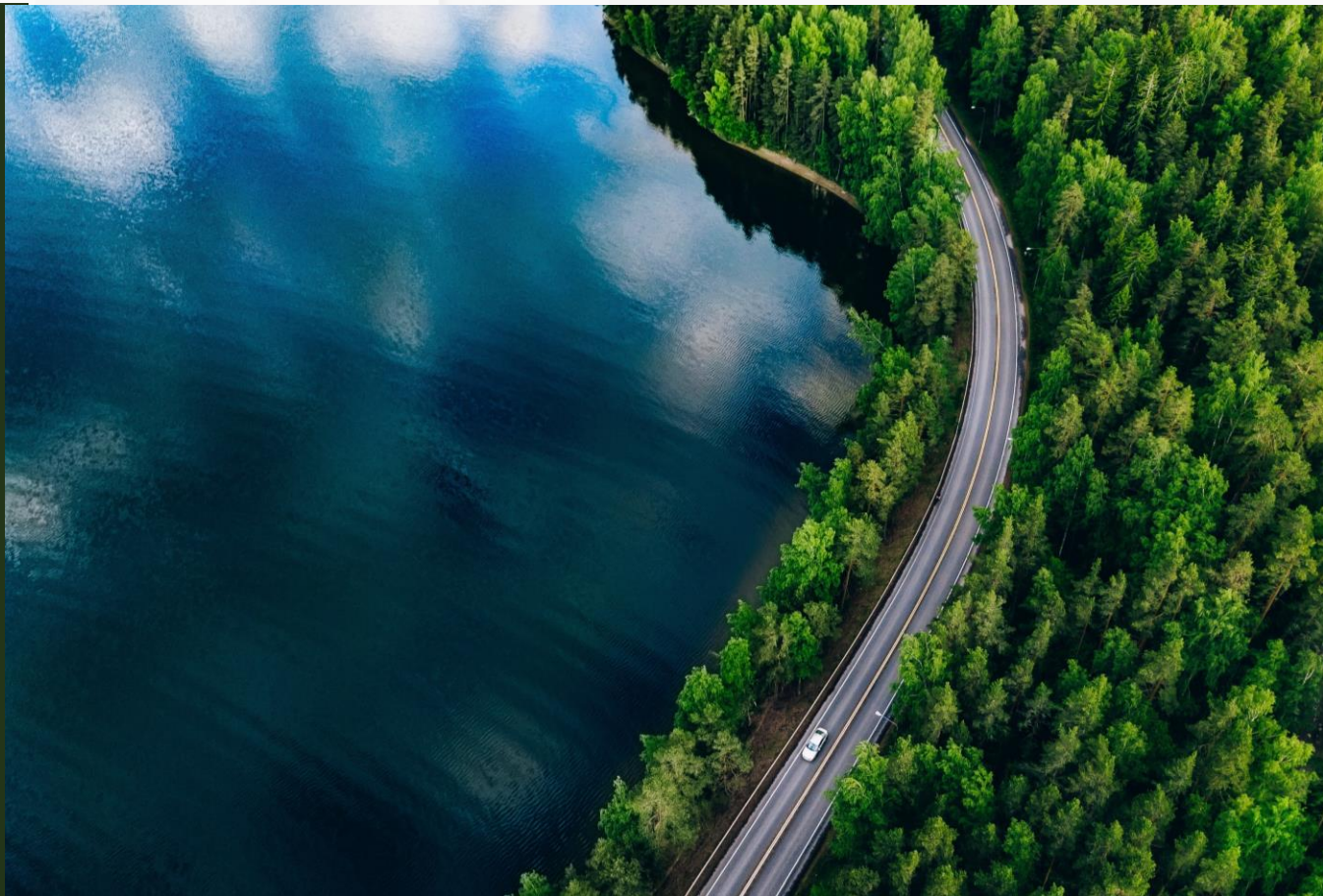


■ AGENDA

- Attracting Talent
- Inclusive Practices in Recruitment & Onboarding
- Innovative Onboarding
- Real-World Examples



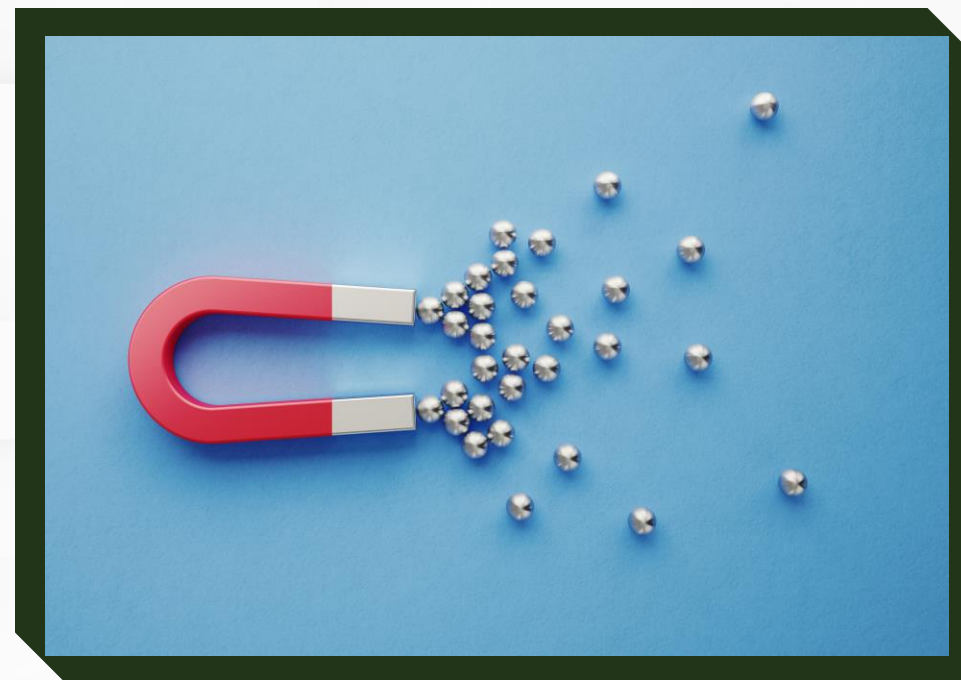
ATTRACTING TALENT





ATTRACTING TALENT: **THE COMPETITIVE LANDSCAPE**

- Discover how to attract talent in a competitive landscape, leveraging new platforms and technologies while maintaining the personal touch.





ATTRACTING TALENT: **LEVERAGING NEW PLATFORMS & TECHNOLOGIES**





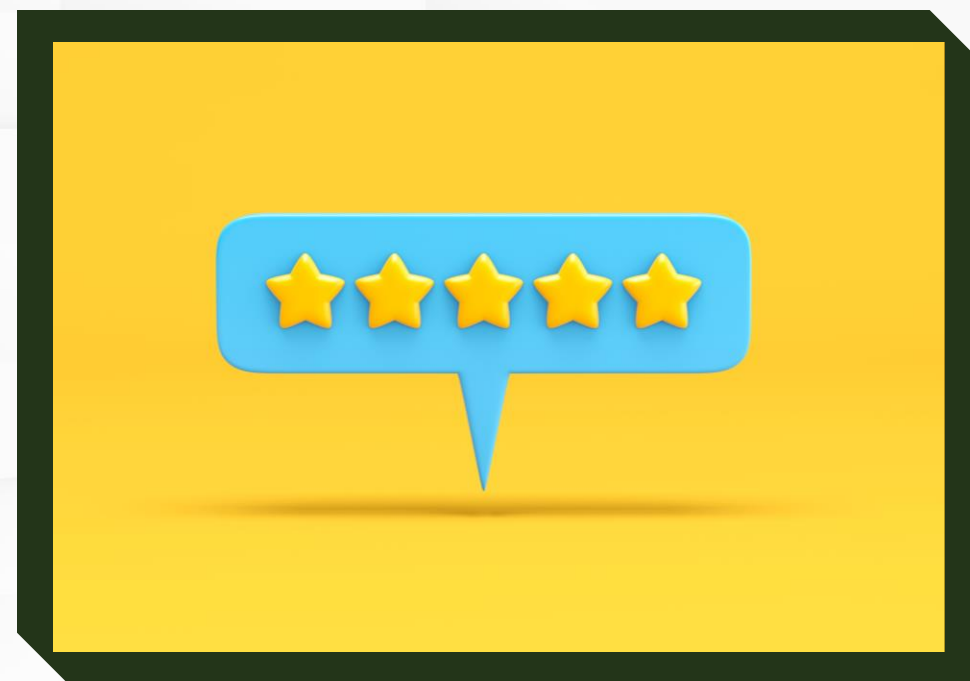
ATTRACTING TALENT: **SO MANY ACRONYMS!**

- Applicant Tracking System (ATS)
 - Smart Recruiters
 - Jazz HR
 - Lever
- Employee Experience
 - Culture Amp
 - Culture Monkey
 - Qualtrics
- Human Resource Information System (HRIS)/Human Resource Capital System (HCMS)
 - ADP
 - Bamboo
 - Gusto
 - Paychex
 - Paylocity
 - Paycor
 - Paycom



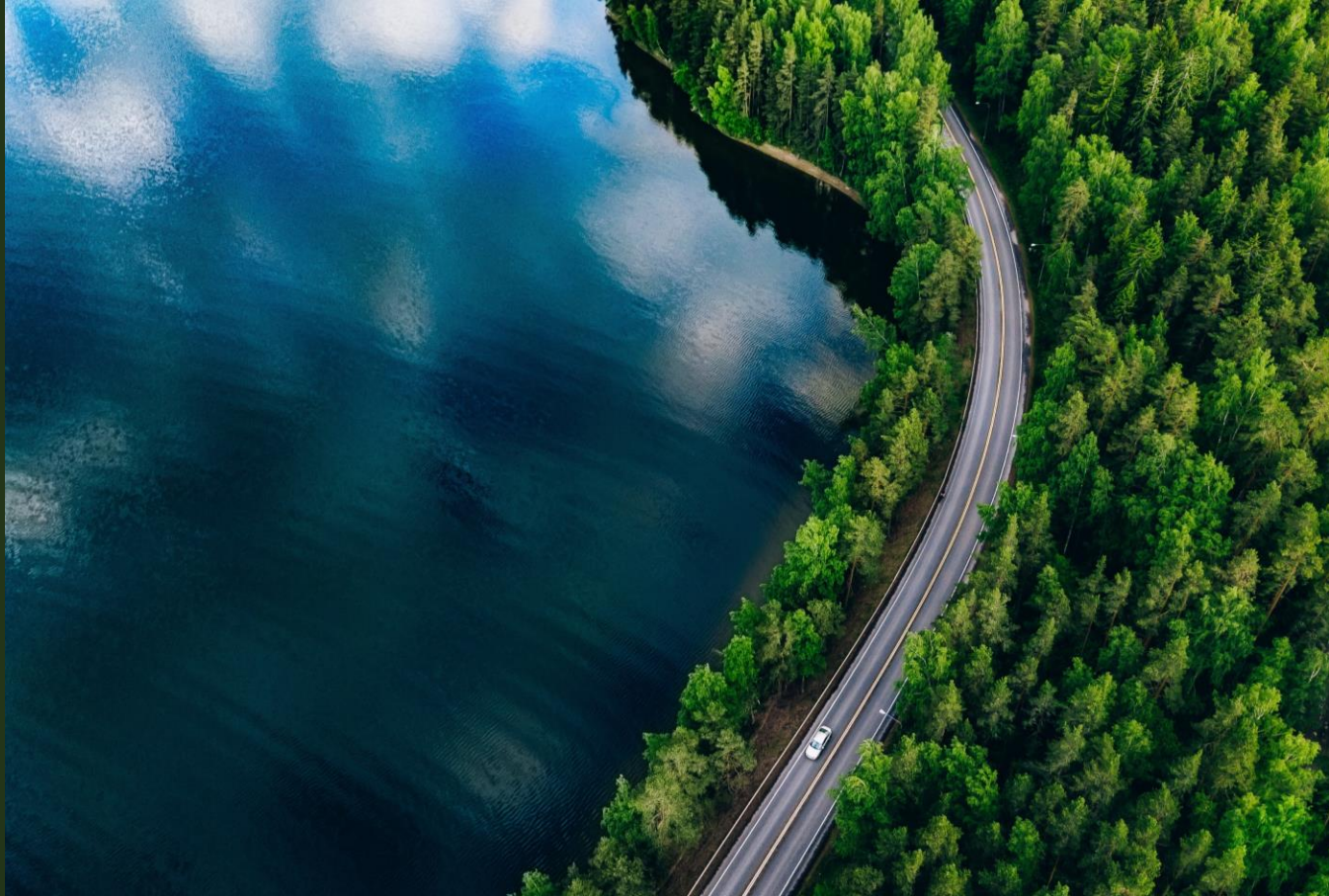
ATTRACTING TALENT: **MAINTAINING A PERSONAL TOUCH**

- How do you stand out in a sea of recruiters and endless platforms? How are you making your candidates feel excited for the role, what can you do differently to make an impact?
 - Innovation
 - Employer Branding
 - Networking
 - Candidate Experience
 - Adaptability



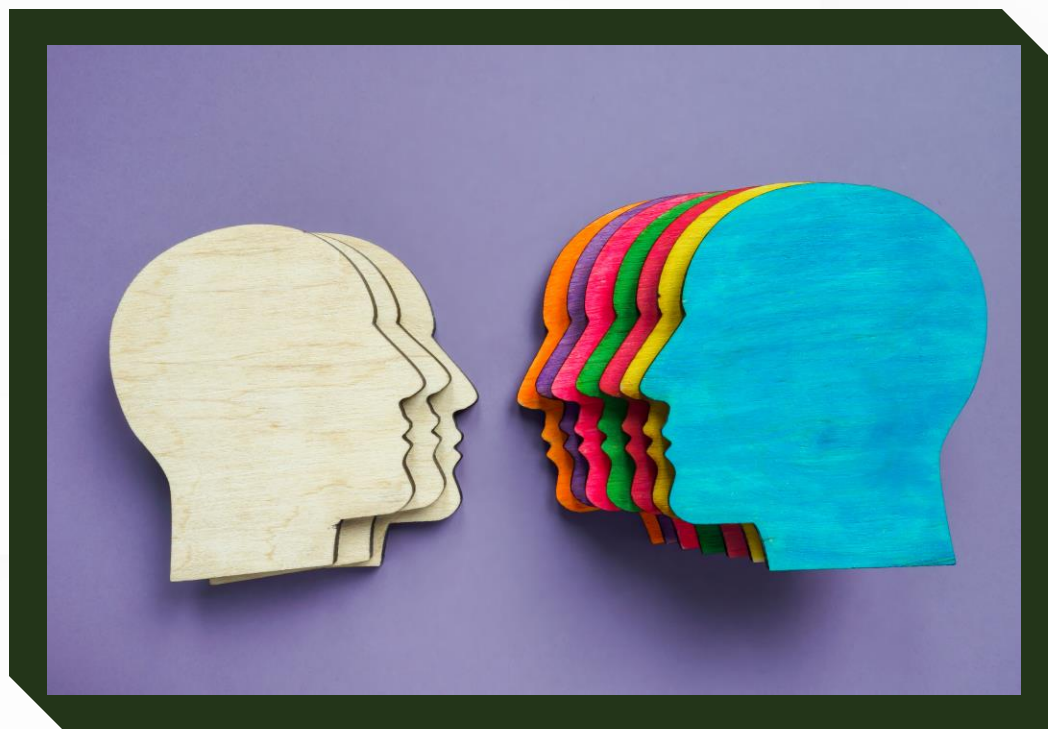


INCLUSIVE PRACTICES IN RECRUITMENT & ONBOARDING





INCLUSIVE PRACTICES IN RECRUITMENT & ONBOARDING: **WHY INCLUSIVITY?**



3 Benefits Of Diversity In The Workplace

1. Diverse teams boost creativity and innovation
2. Workplace diversity creates greater opportunities for professional growth
3. Better decision making

Stahl, A. (2021, December 17). 3 Benefits of Diversity in the Workplace, [Forbes](#)



INCLUSIVE PRACTICES IN RECRUITMENT & ONBOARDING: IMPLEMENTATION IN ACTION

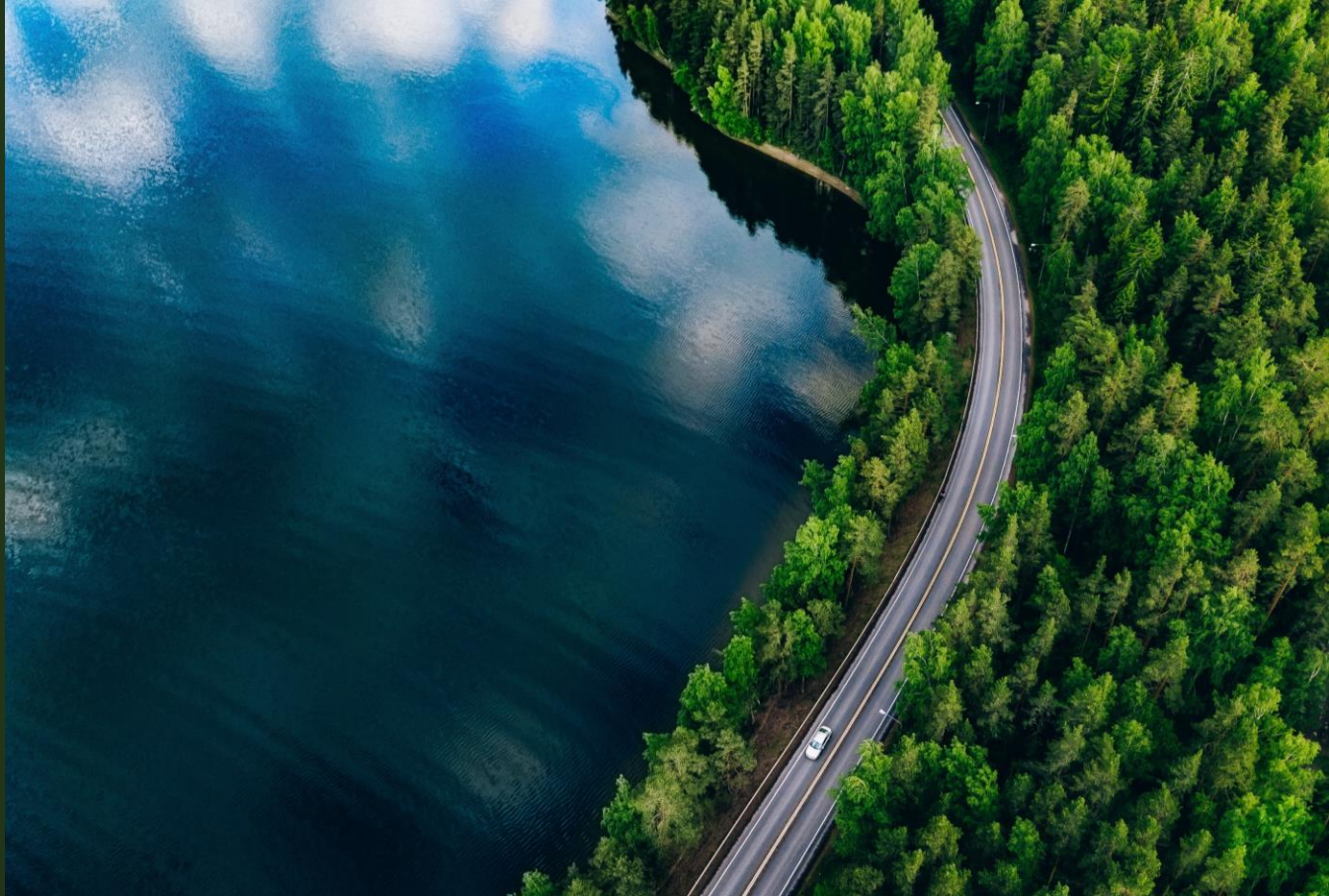


INCLUSIVE PRACTICES IN RECRUITMENT & ONBOARDING: **REFLECTION**





INNOVATIVE ONBOARDING





INNOVATIVE ONBOARDING:

DESIGNING A WINNING ONBOARDING EXPERIENCE

- **Key elements of an onboarding program:**
 - Supported by various individuals, both process owners and process champions — no one person
 - Ensuring organization is prepared for the new hire
 - Managing team expectations
 - Having work ready for them from day 1
 - Facilitating a smooth transition and fostering productivity right from the start
 - Engaging in effective communication



INNOVATIVE ONBOARDING:

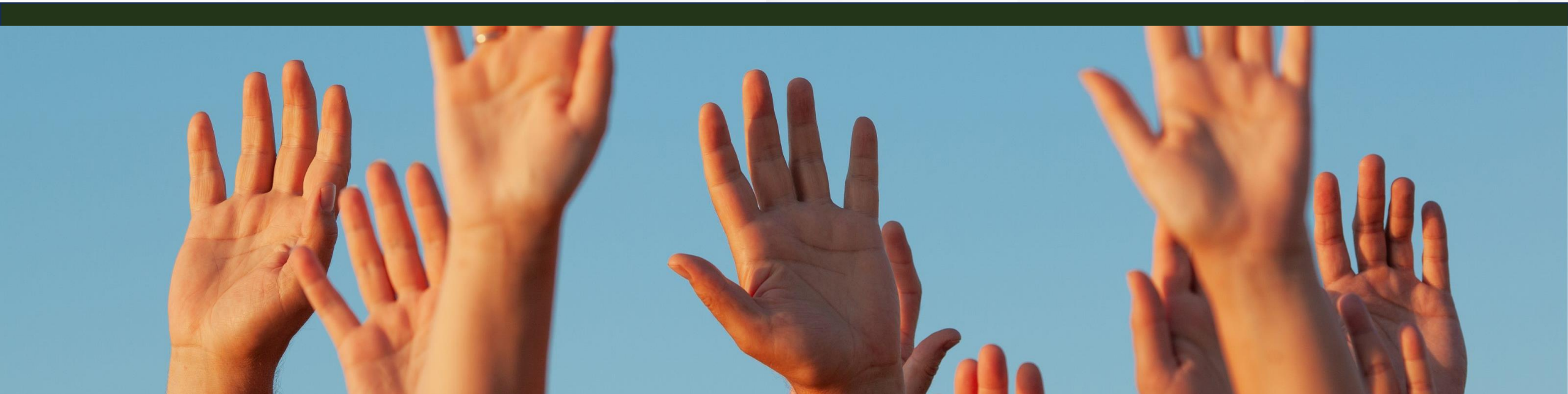
DESIGNING A WINNING ONBOARDING EXPERIENCE

- **Enable Customization and Flexibility:** Example – How does the individual learn? Option to onboard in a classroom-style training, while other may prefer online modules or mentorship programs.
- **Optimize Technology Accessibility:** Onboarding materials and systems should be accessible and user-friendly. Provide friendly support or training to employees.
- **Highlight Common Goals and Values:** Instilling and communicating a unified company culture where everyone feels connected and vested in success.



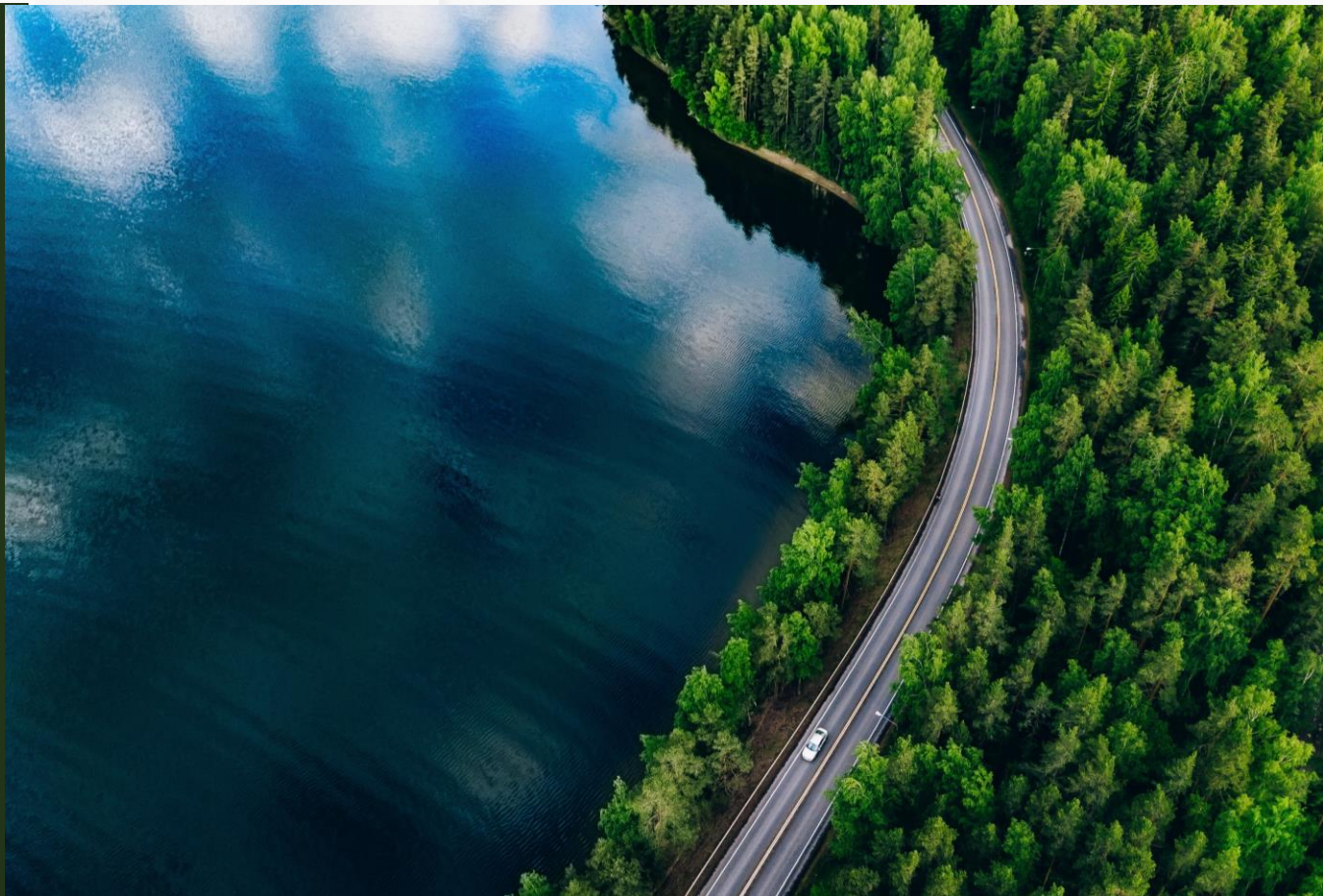
INNOVATIVE ONBOARDING:

NEW EMPLOYEE TO PASSIONATE ADVOCATE





REAL-WORLD EXAMPLE





IS IT THE CULTURE OR IS THE PROCESS BROKEN?





■ CLIENT “CAN’T SEEM TO MAKE ‘EM STAY”

Challenges

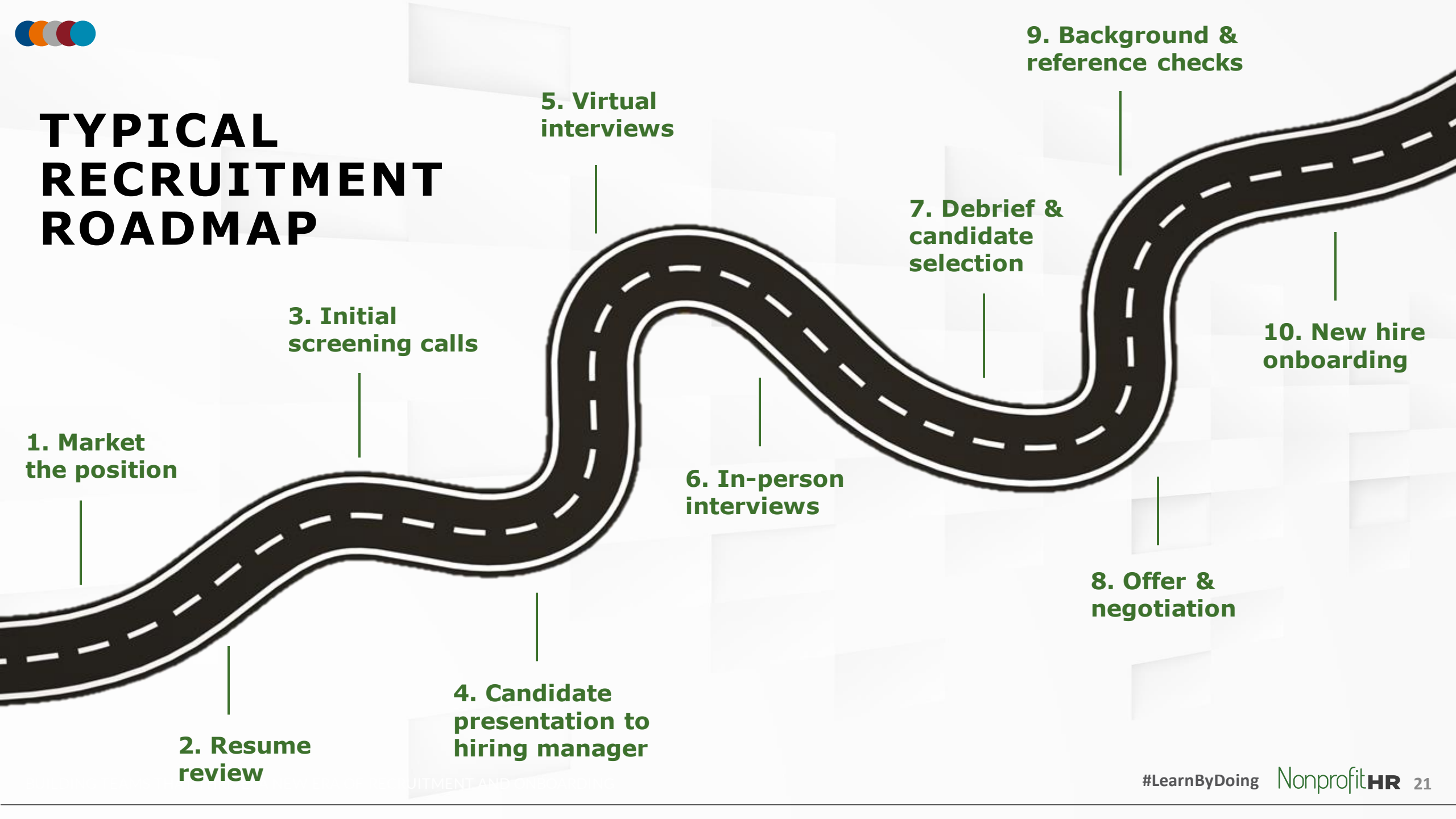
- Client was constantly hiring people who, while amazing on paper, wouldn’t stick around
- Paying \$3,000+ per month for ADP yet not seeing the value
- Frustrated with long hiring timelines

Reality

- No shared ownership and participation among current staff in the process
- ADP not being used due to zero training or understanding of system
- Staff wasn’t aware of multiple steps involved in recruiting/onboarding process



TYPICAL RECRUITMENT ROADMAP



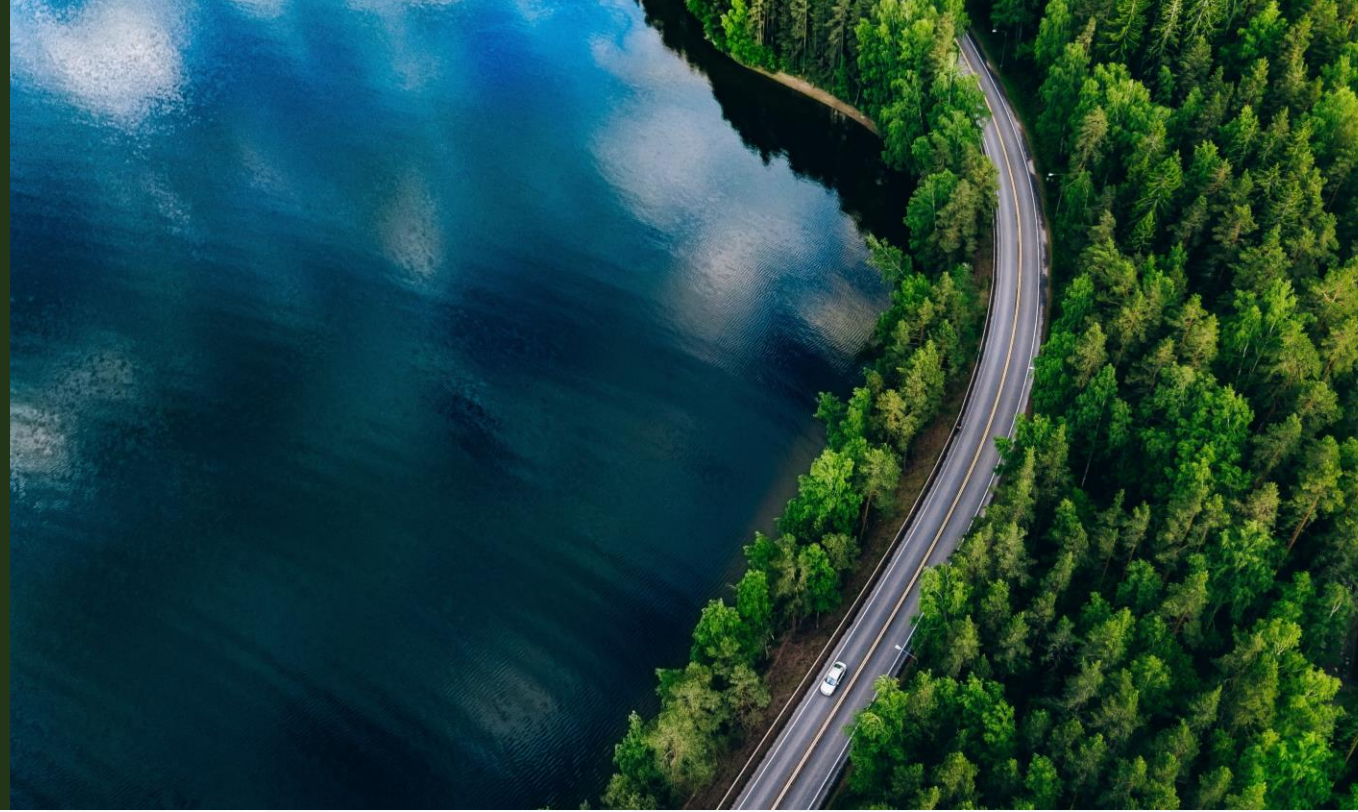


■ RECOMMENDATIONS

- Obtain leadership buy-in and formalize the process
- Communicate the process to staff and provide trainings
 - It is essential they know and understand their role in the process
- Understand existing technology and provide training if necessary or identify the best resources for needs and provide training
- Involve staff early on, they know the position and environment firsthand and will provide value in moving the right people through the process
- Remember the 4 V's



Nonprofit**HR**



QUESTIONS



THANK YOU & CONTACT US

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