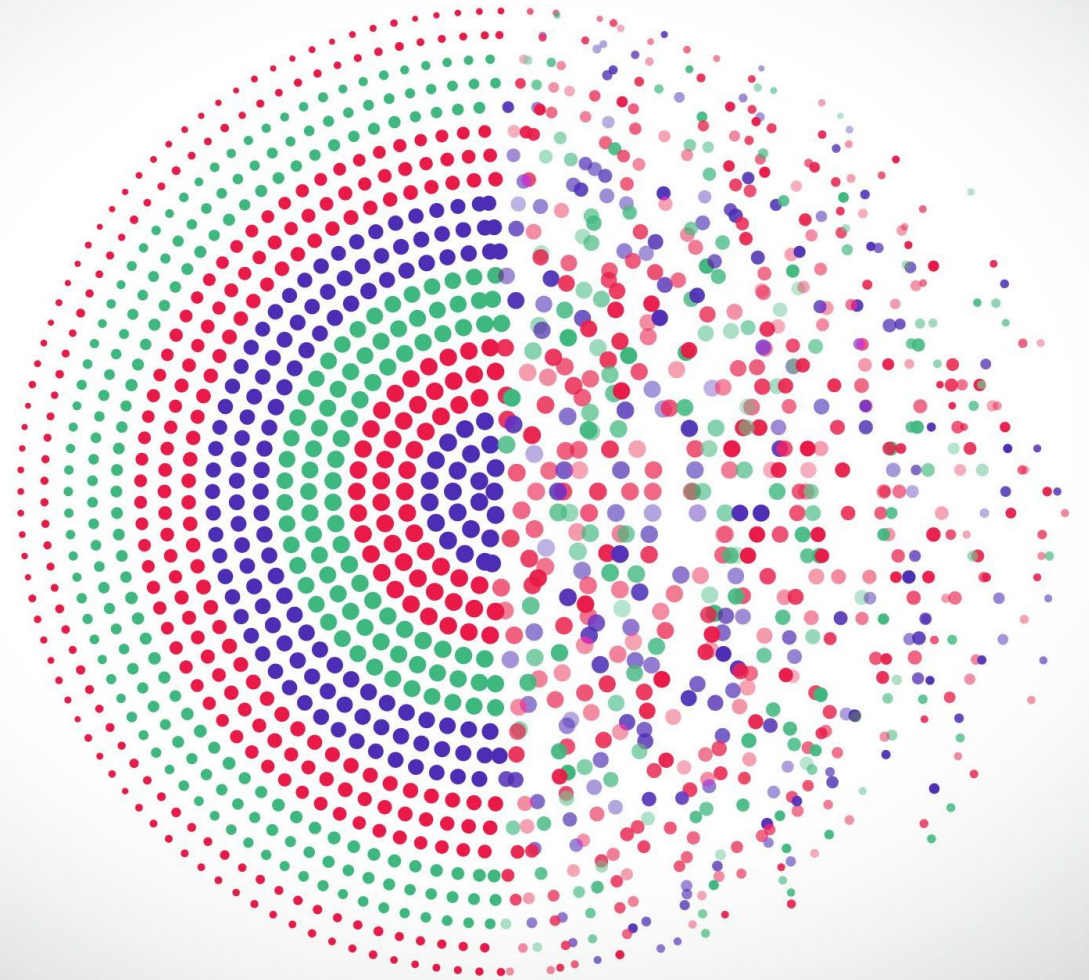


Consulting Bake Off

IPAC Annual Conference

Washington, DC

July 25, 2023



Agenda

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Panel Introductions

2

Session Set up

3

Consulting Issue #1

4

Consulting Issue #2

5

Closeout Questions and Discussion

Panelists



Kyana Beckles

- CEO
- Leverage Assessments



Treston Knight

- Director – Learning & Lead Dev
- Quest Diagnostics



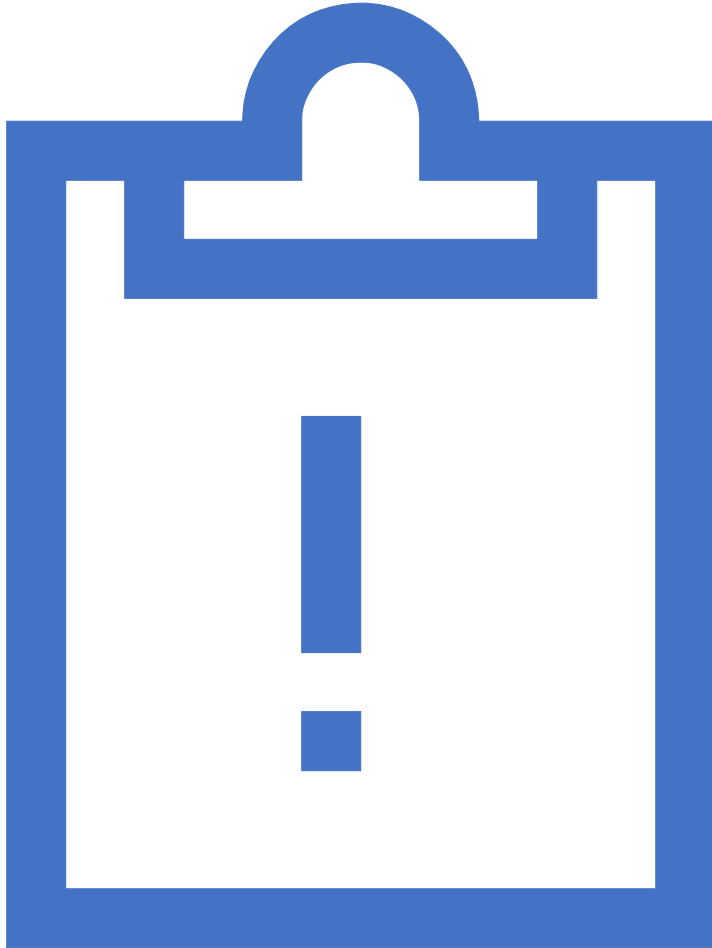
Kristen Pryor

- Principal Consultant
- DCI



Emilee Tison

- People Analytics Manager
- Meta



Session Set Up

- What burning issues/questions do you have?
- Then, share a consulting issue that was submitted
 - Each panelist will have time to explain what they would suggest to address the issue
 - Audience questions/participation will be encouraged after presenters
- Repeat the above with consulting issues, either pre-submitted or audience provided, as time allows
- Save time at the end for general closing questions and discussion



Consulting Issue # 1

Public sector organization having trouble retaining talent. Provides extensive entry level training, but then employees leave within 1-2 years for other organizations that provide better promotion chances.





Consulting Issue # 2

Organization is having difficulty retaining employees in a highly repetitive, monotonous, minimum wage job. Regular turnover is an issue, but people do apply to the openings.



Consulting Issue # 3

Vendor developed assessment supposed to identify high performers. However, people who score highest on the test leave the job more quickly than those who score in the middle.





Discussion

- Be real – are you on the struggle bus? Adjust your expectations

- Also, DEI should be integrated into the considerations and solutions, not separated

Questions

