

GETFIVE
HR
NETWORK



BRIEFINGS FOR THE INFORMED PROFESSIONAL

81st HR Network Breakfast Seminar

April 11th, 2019

The ROI and Reality of Reskilling

@GetFive5

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CHECK OUT THE FEATURED HROI INTERVIEW SERIES



Spotlight

These interviews reveal the challenges, setbacks and successes experienced by HR professionals across different disciplines and from a wide variety of industries. The HROI Series shines a spotlight on the intersection of HR and ROI.

GETFIVE.COM/HROI



ABOUT GETFIVE

GetFive is a leading provider of scalable solutions in Modern Outplacement (moving on) and Career Management (moving up). We help employer brands reach their full potential through Active Engagement™.

Our outplacement solutions ensure that your outbound employees are immediately focusing on their careers - rather than their frustrations - resulting in a substantially less adverse impact on your social reputation. Our career management solutions help you tap into the real potential of your workforce with a flexible, method-based approach that creates a greater level of commitment and motivation. Invest in the success of your employees and watch your employer brand thrive!



HRCI RECERTIFICATION

PROGRAM: 383525

GENERAL CREDIT HOURS: 1.5

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SHRM RECERTIFICATION

ACTIVITY 19-E2FNH

1.5 PDCS

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

Welcome to the 81st HR Network Breakfast Seminar

TODAY'S BREAKFAST TOPIC

The ROI and Reality of Reskilling

Rapid technological change has created unprecedented training and hiring challenges for organizations. Critical skill sets are in short supply, making it difficult and costly to solve simply by hiring outside talent. New research suggests the best solution to this dilemma may be more of a hybrid approach.

A recent talking point of Josh Bersin concerned some new research showing that you can reskill tech workers in 12-18 months. After his audience gave a gasp that said “who would ever do that”, he went on to explain the reality that this might actually be 1/6th as costly as the alternative, when viewed through the right prism. The steep cost of finding and hiring so-called purple squirrels, long gaps in filling positions, the cost of separating employees, and the cultural drain associated with a workforce that feels like it has been stamped with an expiration date add up to a far greater sum than many conceive at first blush.

What is the right strategy for your organization? Where does it make sense to invest in reskilling? What is the best way to implement a reskilling strategy? Our all-star panel will share insights on these questions and much more.

Modern Outplacement

Our trusted 5-Step Method is at the heart of our effective, modern outplacement solutions

STRENGTHEN YOUR BRAND

5-STEP METHOD FEATURE #01

Employees will set career goals, and develop their own personal marketing campaign

THE HOST



DARREN KIMBALL

Chief Executive Officer, GetFive

Prior to joining the company, Darren enjoyed a 20-year career on Wall Street. Darren spent 10 years as a top-ranked analyst by Institutional Investor Magazine and was twice the Wall Street Journal's top sector stock picker. He has appeared on CNBC, CNN, and Bloomberg TV to discuss his views. Darren holds a B.S. in Economics with magna cum laude honors from The Wharton School of the University of Pennsylvania and has been a chartered financial analyst (CFA) since 1994.

THE PANELISTS



JAKE SCHWARTZ

*Co-Founder & CEO,
General Assembly*

Jake Schwartz is the co-founder and chief executive officer of General Assembly (GA), a global company advancing the future of work. Schwartz leads GA's growth, creating sustainable talent pipelines for businesses and building transparent career pathways to the most transformational work. GA offers employer-driven, practitioner-taught training in high-demand fields like data, technology, design, and business, and the company's global reach, massive community, and leading outcomes have created an international community of professionals nearly one million strong.

GA was named as the number one most innovative company in education by Fast Company in 2015 and was in the top 100 on Deloitte's 2016 Technology Fast 500™ rankings. Schwartz was named E&Y Entrepreneur of the Year in 2014 and named one of Crain's "40 under 40" in 2015. He earned a B.A. in American Studies from Yale in 2000 and a M.B.A. in Entrepreneurial Management from Wharton in 2008.

THE PANELISTS



KELLY JOSCELYNE
*Chief Talent Officer,
Mastercard*

Kelly is currently Chief Talent Officer at Mastercard. Responsible for setting vision, strategy, and overseeing Talent needs across the global organization. This includes responsibility for talent attraction, acquisition, leadership development, succession planning, employee engagement, and change management.

Formally Kelly ran PwC's Leadership & Gender Equality Series – 'Aspire to Lead'. This initiative world-wide, has connected over 30,000 (and counting) students, executives, and PwC employees from over 100 countries to diverse thought leadership. Kelly consults and supports the United Nations Women team on the 'HeForShe' Gender Equality movement, for which Mastercard is a Global supporter.

Kelly is passionate about women in technology and is an active champion of Mastercard's Girls for Tech program and other STEM initiatives. She is an external speaker on corporate responsibility, people engagement, diversity, and inclusion strategies. On the Advisory Board of St Mary's College of California for the School of Business & Economics, and a steering committee member for the 30% Club (Gender Balance on FTSE 100 Boards).



CARLA ARELLANO
*Partner,
McKinsey & Company*

Carla is a Senior Solution Leader and Associate Principal of McKinsey's OrgSolutions group, which is an innovation center for new approaches to improving organizational culture, design, talent, and leadership. She has a passion for partnering with leaders to make better decisions around people, organization, and culture driven by data and analytics. As the global leader of the firm's work in people analytics and people science, she helps companies link talent to value by improving how their talent is hired, developed, and managed. She draws on her experience in finance to help clients use analytical rigor to make data-driven organizational decisions that drive value.

Carla works with organizations across a range of industries to increase the efficiency of their processes and significantly improve outcomes, develop and implement corporate strategy, and lead them through transformations such as mergers and acquisitions, turnarounds, and growth plans.

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Career Management

Our Trusted 5-Step Method is at the heart of our flexible career management solutions.

MOTIVATE YOUR WORKFORCE

5-STEP METHOD FEATURE #11

Regular coaching is essential to holding employees accountable to their career development plans



WHAT'S NEW
AT GETFIVE

TAKE CHARGE

CAREER MANAGEMENT SOLUTIONS

OPERATIONALIZE YOUR
CAREER MANAGEMENT
PROGRAM AND SHIFT THE
MINDSET FROM ROI TO
RETURN ON POTENTIAL.

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FROM HR EXECs

"The outplacement services at [GetFive] are top-notch. What I like about [GetFive] is the practical, hands-on experience. All of my former employees feel they got that personal connection with someone, which really made the difference for them."

**ASSOCIATE EXECUTIVE DIRECTOR, HUMAN RESOURCES,
NOT-FOR-PROFIT**

"Outbound employees are thrilled because they get a personalized service with the resources to back it up. Nobody wants to need outplacement, but when they do, they want [GetFive]"

SENIOR HR BUSINESS PARTNER, COMPUTER SOFTWARE COMPANY

FROM PARTICIPANTS

"[GetFive] provides a basis for lifelong skills. For instance, you learn what your strengths are, you learn what you're passionate about, you know what you're worth and you know how to talk about this with confidence."

DIRECTOR, PUBLISHING

"[GetFive] helps open your eyes to things you can't see. If you give them a little bit, they're going to give you a whole lot more. I was able to change careers and industry. Take advantage of it."

MANAGER, BANKING