Agenda

• Opening
• Christine Lovely, Vice President, CHRO
• Announcements
• Manager Talent Challenges: New Resources and Tools
• Questions & Comments
Manager Talent Challenges:

- Small applicant pools
- Candidate withdrawals
- Failed searches
- High employee turnover
- Burnout
- Low morale
Managers Take Five Video Series

https://hr.cornell.edu/manager-tools/manager-resources/managers-take-five-series
Prioritize positive onboarding of new hires

<table>
<thead>
<tr>
<th></th>
<th>Formal orientation</th>
<th>No formal orientation</th>
</tr>
</thead>
<tbody>
<tr>
<td>I can see myself working</td>
<td>93%</td>
<td>68%</td>
</tr>
<tr>
<td>at Cornell two years</td>
<td></td>
<td></td>
</tr>
<tr>
<td>from now</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Data from new hires starting May – October 2021*

https://hr.cornell.edu/sites/default/files/documents/welcoming_and_orienting_employees_supervisors_guide.pdf
Connecting to Our Community

https://hr.cornell.edu/sites/default/files/diverse_living_in_ithaca.pdf
Prioritize regular engagement and retention conversations with employees. Prioritize supporting career interests.

https://hr.cornell.edu/sites/default/files/documents/engagement_retention_conversations_toolkit.pdf
Recognize Your Employees

Focus on creating a culture of appreciation and recognition. Although $$$ is one element, employees want to be “noticed” and feel valued in their day-to-day work.

https://hr.cornell.edu/sites/default/files/documents/recognizing_and_appreciating_employeesfinal.pdf
Supporting Employee Career Success

Career Success Center

Working at Cornell isn’t just a job – it’s a big part of your life. We want to make sure our employees are happy, fulfilled, challenged – and working towards their individual career goals. Explore the career development programs below to help you create your ideal career.

Career Management Toolkit
A step-by-step guide and resources

Stay Up To Date
Join the MS Teams Career Development Channel!

Opportunity Finders
Tools to explore your next move at Cornell, and how to get there.
## Supporting Employee Career Success

<table>
<thead>
<tr>
<th>Feature</th>
<th>Description</th>
<th>Links</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Career Management Toolkit</strong></td>
<td>A step-by-step guide and resources</td>
<td><a href="#">CAREER TOOLKIT</a></td>
</tr>
<tr>
<td><strong>Stay Up To Date</strong></td>
<td>Join MS Teams Career Development Channel</td>
<td><a href="#">UPDATES &amp; INSPIRATION</a></td>
</tr>
<tr>
<td><strong>Opportunity Finders</strong></td>
<td>Tools to explore your next move at Cornell, and how to get there.</td>
<td><a href="#">OPPORTUNITY FINDERS</a></td>
</tr>
<tr>
<td><strong>Connect</strong></td>
<td>Connect with Cornell colleagues online and in-person.</td>
<td><a href="#">CONNECT</a></td>
</tr>
<tr>
<td><strong>Gigs</strong></td>
<td>Short-term experiences that help share and build skills and connections.</td>
<td><a href="#">GIGS</a></td>
</tr>
<tr>
<td><strong>Mentoring &amp; Coaching</strong></td>
<td>Personalized guidance to help build skills and advance your career goals.</td>
<td><a href="#">MENTORING &amp; COACHING</a></td>
</tr>
<tr>
<td><strong>Learning</strong></td>
<td>Continuing education benefits, development workshops, online courses, and more.</td>
<td><a href="#">LEARNING</a></td>
</tr>
<tr>
<td><strong>Career Guidance</strong></td>
<td>Meet with Cornell career experts for answers and advice.</td>
<td><a href="#">CAREER GUIDANCE</a></td>
</tr>
<tr>
<td><strong>For People Leaders</strong></td>
<td>Resources to help your staff achieve their career aspirations.</td>
<td><a href="#">FOR PEOPLE LEADERS</a></td>
</tr>
</tbody>
</table>

[https://hr.cornell.edu/professional-development/career-success-center](https://hr.cornell.edu/professional-development/career-success-center)
Supporting Manager/People Leader Success

• Training & Development Updates from HR

• People Leader Training (coming in 2023)
Respectful Exits

Honor people as they leave. This is your last chance to make an impression and can impact a possible boomerang or referral.

https://hr.cornell.edu/sites/default/files/documents/respectful_exits_action_steps_for_managers.pdf
Website Updates

Cornell’s Total Rewards

Cornell takes pride in our people and our Total Rewards. Check out the top reasons Cornell University is an award-winning employer of choice.

Find out more
Questions?