

Speaking Engagement Topics 2016

Title: *Leveraging Your Multi-Generational Workforce*

Description: For the first time in history, the workforce is more diverse than ever, representing five – soon to be six – generations in the workforce. And the generational shift and evolution continues. With nearly 10,000 people in the United States turning 65 every day and more than half of the workforce comprised of individuals born 1979 and later, this often presents challenges in the workplace that we haven't had to address before such as diversity in world views and work philosophy. Savvy organizations that can bring people from different generations together and leverage the strengths of each achieve increased productivity, engagement among employees, and innovation in the workplace.

Learning Objectives/Take Aways:

- We will review the facts about the generations in the workforce including who makes up each generation, some general traits, characteristics, and motivations of each generation, as well as the life events that have shaped each generation, so that there is a common understanding of who we are talking about and some insight into why people in different generations respond differently in similar workplace situations
- There is no magic formula for finding, managing, and retaining a multi-generational workforce, and solutions need to be customized to the unique needs of your organization, but we will discuss several strategies, techniques, and best practices organizations can implement to leverage the strengths of each generation to aid in communication and effective work relationships across the organization.

Title: *Measure What Really Matters – the New Human Resources Metrics that Steal the Show*

Description: In a world where data is king, Human Resources can demonstrate their superpowers by providing unique and meaningful information about their workforce, trends and real business outcomes. Building a Human Resources practice that is a true business partner requires business and data acumen. Gone are the days that turnover, cost per hire and time to fill cut it as Human Resources metrics. In this discussion, we'll challenge conventional ways of looking at Human Resources information and identify new ways to get at the underlying and sometimes hidden trends that may change how you look at your workforce. You'll be your company's next information super hero!

Learning Objectives/Take Aways:

- Understand data opportunities in organizations
- Learn about alternative metric options that better analyze the workforce
- Discuss ways the data can improve business outcomes – will use several case studies as examples

Title: *Demystifying Succession Planning: How businesses of any size can build a sustainable succession planning program as part of their overall talent management approach.*

Description: A cornerstone component of any talent management strategy is succession planning. Succession planning is a necessary and fundamental planning process to ensure the viability of the business as it pertains to the talent resources required for client delivery excellence and to fuel growth. Succession plans also outline coverage of key roles in the event of an emergency vacancy, ensuring business continuance/contingency plans are in place to minimize interruption and risk. Thus, Human Resource professionals are most often deemed the business group responsible for driving the understanding of the performance potential of existing employees and mitigating talent risks in the workforce. However, more than 75% of all companies still do not have a formal succession planning strategy. Why? Because developing, implementing, funding and managing succession planning can be challenging and cumbersome in “traditional” program approaches. The good news is that it doesn’t have to be! This is where strategy meets results in succession planning.

Learning Objectives/Take Aways:

- We’ll discuss the key factors to consider in building a succession plan that is scalable, sustainable, and most importantly, engages HUMAN RESOURCES and leaders so they know their talent better than they ever have before
- The ultimate result of succession planning is a tangible, real action plan that is clear and concise, and also effectively connects to other talent management initiatives.

Succession Planning Level 2: Sustainable Succession Planning: If your organization has already built a succession plan, we take you to the next level by talking about the approach and best practices to ensuring that your succession planning program is effectively managed, kept current, and flexible to evolve with your changing business needs in ‘Sustainable Succession Planning’.

Title: *Emotional Intelligence is THE Game Changer in Performance*

(Note: Kelly Renz and Andrea Reding are licensed and certified EQ consultant for TalentSmart)

Description: Whether we are aware of our emotions or not, they surface in everything we think, do, and say each day. Awareness of our own emotions and tendencies (Self---Awareness) opens doors for us to manage ourselves more effectively (Self---Management) by making better decisions, and responding to challenges productively and proactively. Awareness of the emotions in other people (Social Awareness), including unspoken cues enables us to influence others and build and deepen relationships more effectively (Relationship Management). Associates who increase their EQ skills increase their ability to communicate effectively, make good decisions, handle conflict, be a team player, respond to change well, handle stress better, and provide top---notch customer service.

Perhaps the best thing about emotional intelligence is that it’s a highly flexible skill. With practice, people who measure low in EQ can work to improve a specific EQ skill within 6 months to a year. During the last two decades, research shows that people who develop their emotional intelligence tend to be successful on the job because the two go hand in hand. These findings hold true for people in a variety of professions across industries, at all levels, all over the world. Emotional intelligence skills are integral to performing well on the job (TalentSmart 2013).



Talent Lifecycle Partner
Find.Recruit.Transform.

Title: *Emotional Intelligence is THE Game Changer in Performance*

Learning Objectives/Take Aways:

- Understand the definition of Emotional Intelligence and the four skills
- Learn how EQ impacts job performance
- Methods to develop and increase EQ skills
- Other tools available for self-development related to EQ skill building

Additional speaking topics available:

- **The New Talent Acquisition Landscape** – The need for speed and flexibility in today's marketplace
- **Organization Competency Development** – Define, Measure, and Develop what matters most to your company.
- **Building the Right Human Capital Organization** – HR talent for an evolving economy
- **Talent Management Strategies** – Necessary and Practical
- **Onboarding for talent retention and engagement**
- **Engagement Surveys** – What really matters?

Kelly Renz
President & CEO



LIFE BEFORE NOVO

CEO, inVantage
VP Organizational Effectiveness, CoreLogic
Global Chief Human Capital Officer, Decision Insight Information Group/MSB
VP Talent Leadership and Commercial Solutions, Cielo
VP Human Resources and Administration, AQS (nka Insurity)
Director of Recruiting and Retention, Clifton Gunderson (nka CliftonLarsonAllen)
Human Resources and Development Manager, Target Corporation

PERSONAL ACHIEVEMENTS

Kelly has never been one to conform to conventional business practices. Her innate desire to challenge the status quo and a relentless drive for better results influences how she approaches clients. One of her former CEO's would say she could see around corners. And she believes that is possible – there is an art and science to running a business and she subscribes to creating custom solutions that are as unique as each Novo client.

With nearly two decades of executive leadership experience in both human capital and operations/P&L roles, Kelly has found that organizational transformation and developing business execution excellence is where she thrives. Whether it is a start-up, change management, turn-around/reorg or high growth environment, she enjoys working on complex business problems across an enterprise. She has lead a breadth of practice areas supporting overall business effectiveness – M&A (deal project management, due diligence and integration lead roles), global human resources, organizational effectiveness and efficiency (including process improvement and workforce effectiveness), talent acquisition, talent development, org design/OD, employee relations and risk management, performance management and other core business operations and P&L management in operations.

EDUCATION

University of Wisconsin-Milwaukee, Bachelor's in English, Minor in Communications
Keller Graduate School of Management, Master's in Human Resource Management

GIVING BACK

PTO member Merton School District
Milwaukee Human Resources Mentoring Group

OUT OF THE OFFICE

When not at work, Kelly can be found on the tennis court, volunteering at her children's school, or globe-trotting to some fun destination that needs exploring.