

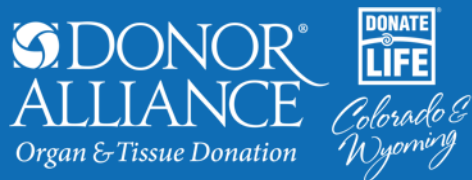
# Category 5

## Workforce Focus

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**Laura Jeffries**, SPHR, SHRM-SCP  
Director of Human Resources

**Andrea Smith**  
Director of PR/Communications



## MISSION

Donor Alliance saves lives through organ and tissue donation and transplantation.

## VISION

Maximizing all donation opportunities



**ILEAP**

Integrity  
Leadership  
Excellence  
Accountability  
People First

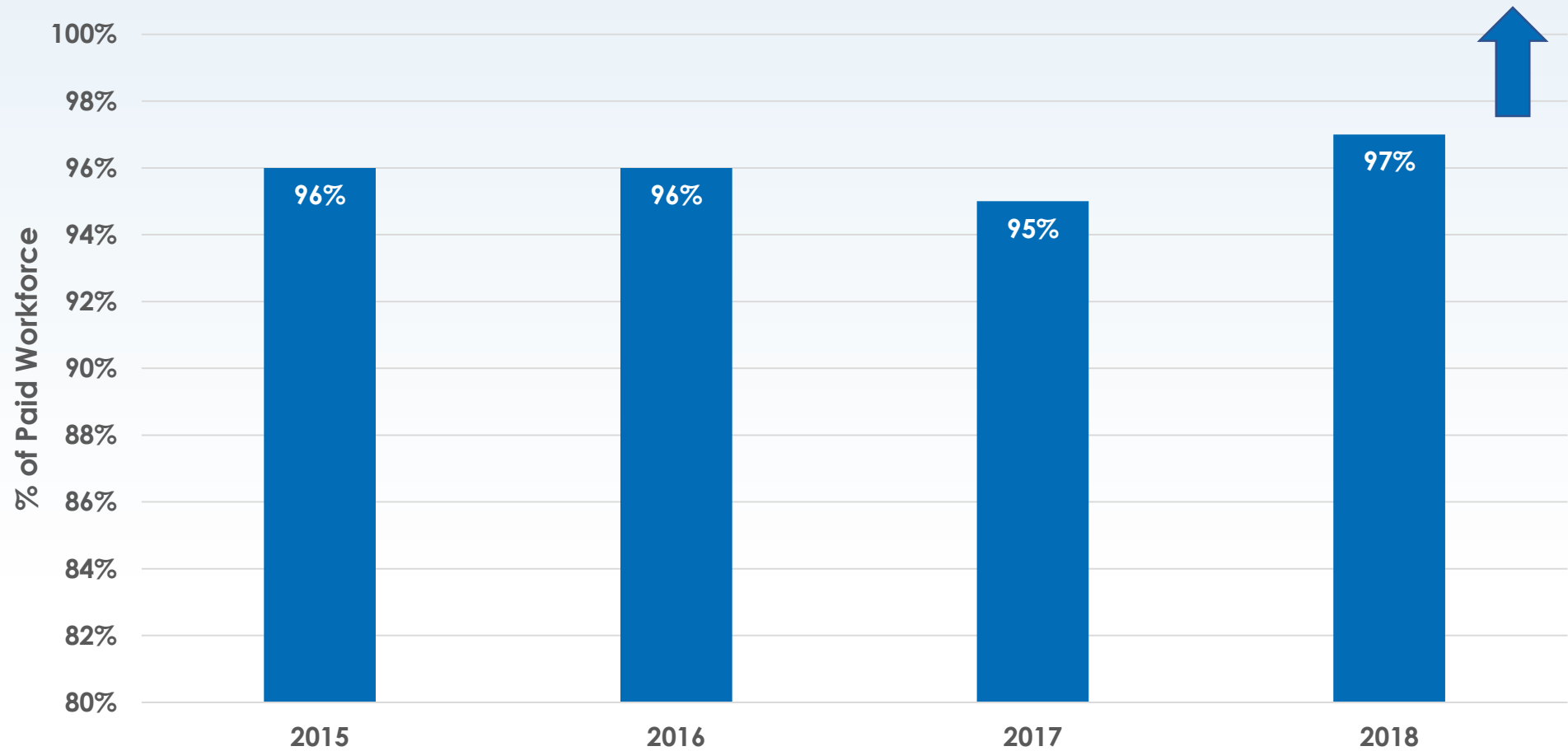
**CORE  
VALUES**



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# Listening Drives Workforce Engagement

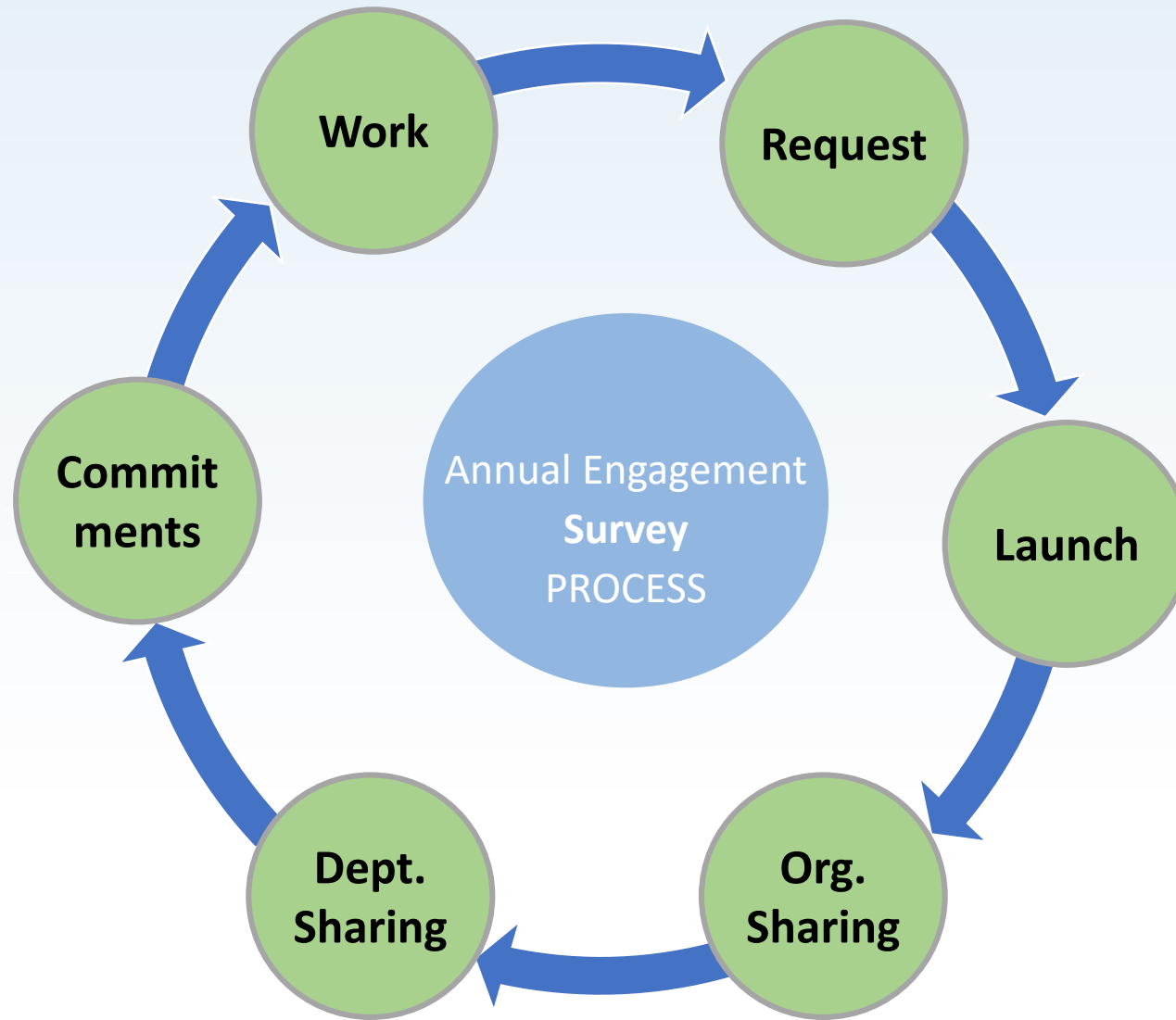
# Monthly Leader Rounding with Staff



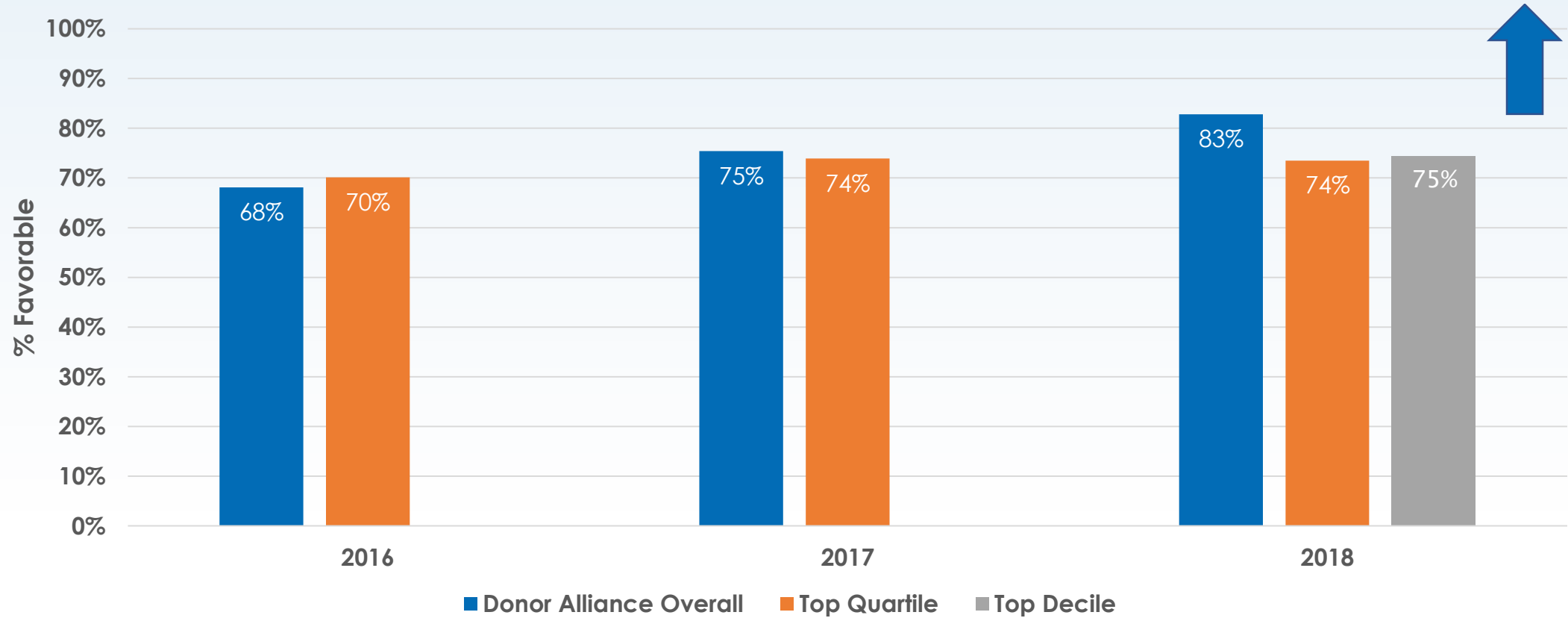


# Annual Engagement Survey

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# Annual Engagement Survey: My Opinions Seem to Count



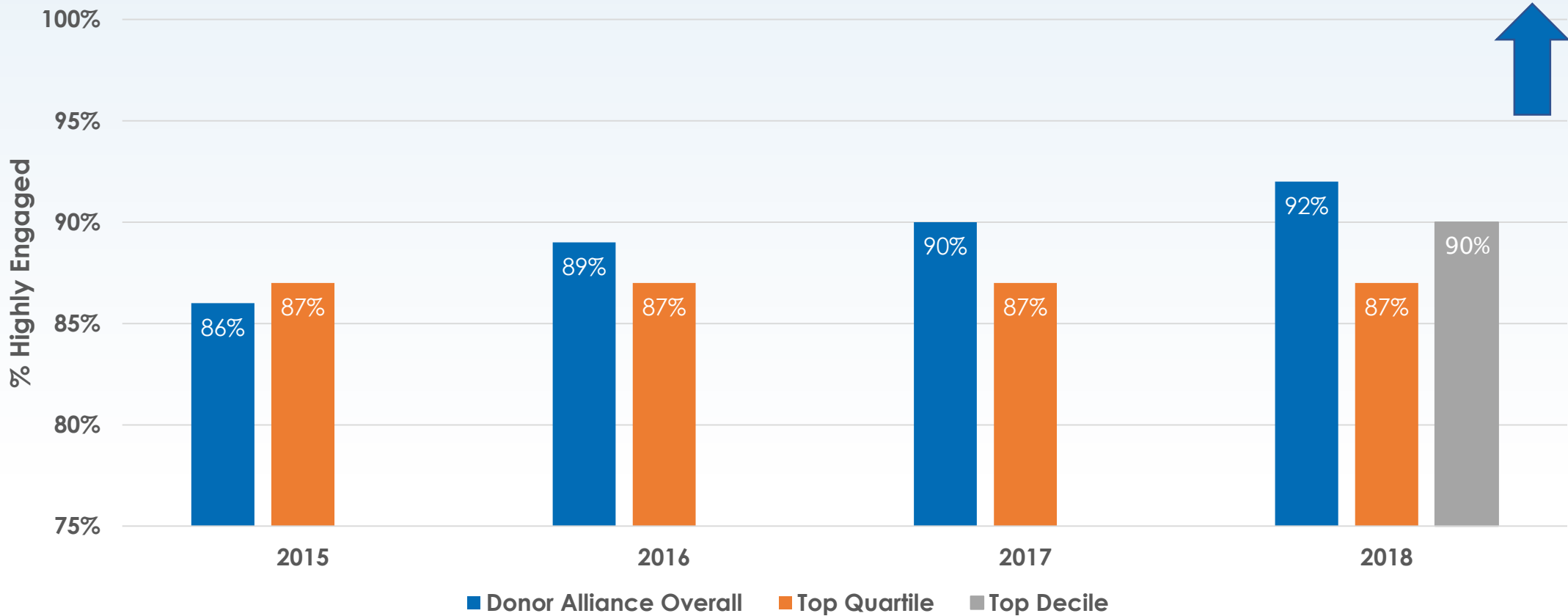


# Listening Drives Workforce Engagement Leadership Personal Goals

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# Annual Engagement Survey: Engagement Index

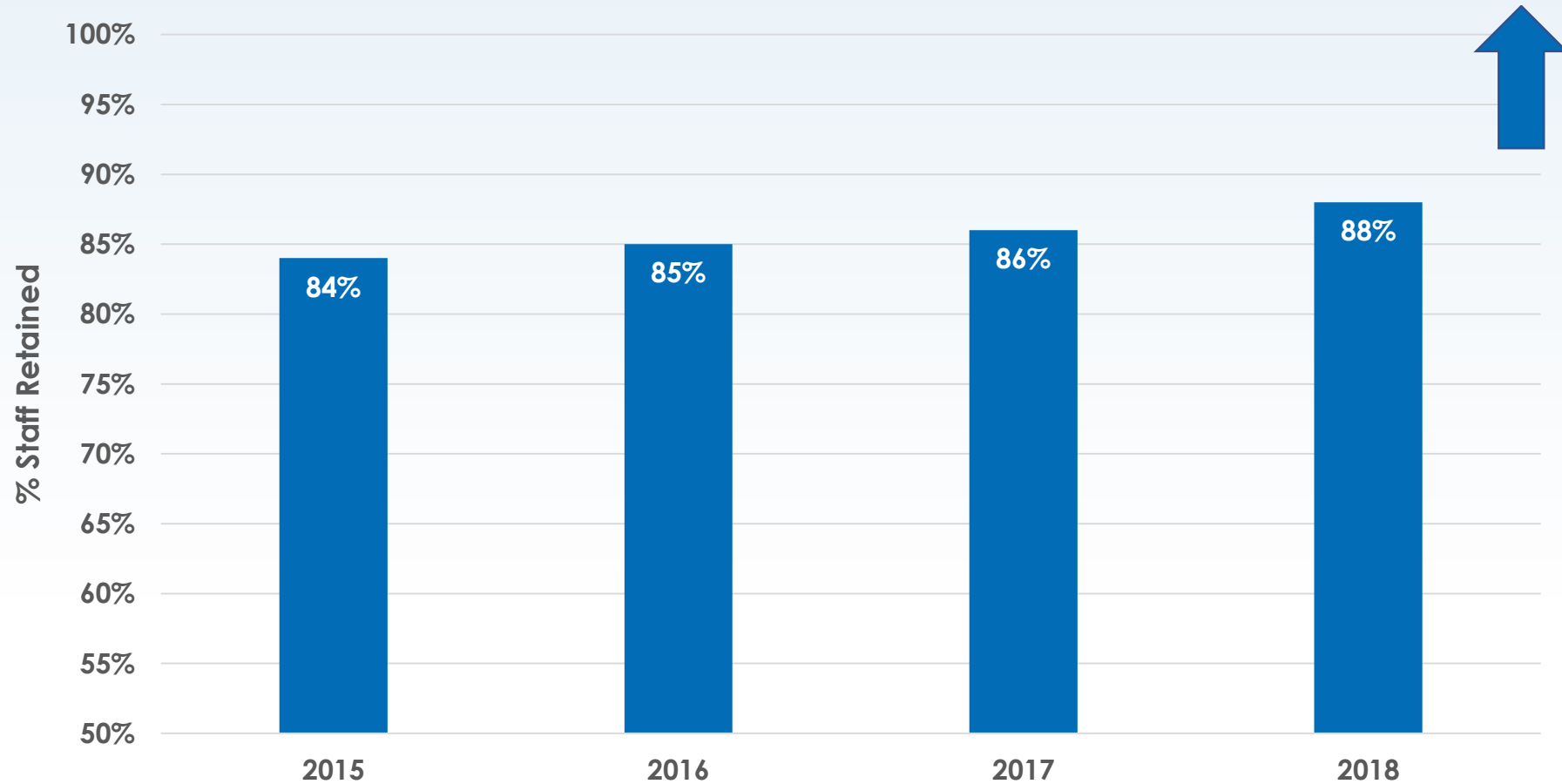




# Listening Drives Workforce Engagement Survey Participation

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# Retention of Specialized Staff



# Volunteer Workforce Deployment

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1

Annual Survey



2

Team Review



3

Sharing



4

Strategic Prioritization



5

Evaluation





## Small Group Discussion

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- 1) What does this look like at your organization?
- 2) What challenges have you encountered?
- 3) What are you going to take back to your organization?