



Princeton
HR Insight

Together, We Create!

Consortium Update: Together We Create

We launched the Consortium in the spring of 2021 with the vision of broadening our offerings and supporting clients with bigger, more holistic programs as they manage through uncertain times and growth. For more information on Consortium offerings, [click here](#).

The Great Resignation

Our clients have been impacted by high levels of turnover and hiring due to shifts in the workforce accelerated by remote work and changing policies over the past 18 months. This has put pressure on talent acquisition teams, processes, and IT systems. In addition to high-touch executive search, we have added a range of consultancy services to help organizations keep up with hiring demands.

- Spotlight: We helped a fast-growing global pharmaceutical company use data and analytics to drive its talent strategy and hiring practices to increase their employee population by 30% in less than 5 months.

Investment in Leadership to Engage & Retain Employees

Our work in engagement and team effectiveness has grown by 70% over the past 18 months in part due to companies focusing on new ways of working through remote and hybrid teams.

- Spotlight: We've supported clients through various return-to-work models and are seeing that greater flexibility over where and when employees work has a significant impact on engagement and retention. We've helped leaders be intentional about their team culture and new ways of working, determine when to bring employees together to ensure these connections bring value, and explore synchronous and asynchronous ways to connect. See article from our own Mike Aron: [click here](#)
- Spotlight: A fast-growing private equity service company invested in team effectiveness -- powered by Hogan assessment data -- for their top 200 leaders. To address their employees' changing needs, the leaders looked at opportunities to shift the culture and engage differently across the top four levels of leadership within their organization.

Diversity, Equity & Inclusion

Companies are managing through the nuances of creating environments in which a broad range of employees feel comfortable bringing their whole selves to work.

- Spotlight: We successfully ran a development program called [Hogan as a Leadership Framework](#) for women and people of color that was free of charge for participants from 14 companies thanks to sponsorship from Board++, Konica Minolta, Sierra Nevada Corp, and Subaru. We plan to run this program again in 2022.

- Spotlight: We launched a program called C-Suite Diversity Excelsior (C-DEX) that helps accelerate ready-soon diverse talent into top jobs.
- Spotlight: We supported the launch of a manufacturing client's first Equity & Inclusion survey and DEI strategy creation to help ensure all employee voices are heard and valued.
- Spotlight: We are proud to continue our partnerships with WOMEN Unlimited, a development program focused on learning, mentoring, and networking to support senior, mid-level, and emerging talent, and Board++, an organization that helps place diverse talent on start-up company Boards.

Leadership Development & Coaching

Demand for our development programs, coaching, and assessments has exploded. We have added certified coaches to our bench and have helped clients design and staff their own internal programs.

- Spotlight: Through a development program called PLANET, we trained nearly 100 top leaders at a space company on how to create a talent strategy, grow their change management skills, and plan for the future of work.
- Spotlight: We helped a pharma company design and embed a program to grow the manager capabilities needed to transform their business.
- Spotlight: We continue to help manage a coaching program for a University's leadership institute.

Total Rewards & Compliance

- We have helped clients navigate changes in the workplace by reviewing their compensation, benefits, and workplace policies through a new lens.
- Spotlight: We supported a non-profit client in conducting a compensation study and evaluating their culture of compliance, with a particular focus on managing an increasingly remote, geographically dispersed workforce.

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