

## **Impactful Leadership Training to Promote People Leader Growth and Land Top Talent**

Finding and retaining top talent in a labor market that is as complex and competitive as the current one can be a challenge for our people leaders tasked with the responsibility of hiring. However, it is a challenge well worth undertaking. As Baby Boomers exit the workforce in growing numbers to pursue retirement, we are faced with increasing gaps in our workforce that must be filled. Filling these gaps with top-talent candidates drives innovation and productivity, plus brings new idea streams to advance our competitive edge. To support our people leaders' efforts to hire and retain such talent, there will be a mandatory Interview and Selection Training on July 10.

- A direct link to the training can be accessed around-the-clock on the Leadership Academy page of theCurrent. Colleagues can go online to view live webinar trainings and learn more.

The training will accomplish many goals. It will provide consistency to our company-wide interview process and approach; showcase best practices to use in interviews; help develop the interview skills of hiring teams; and better equip our colleagues with the skills and know-how to make consistent and confident applicant selections. Recent research published in the *Journal of Personnel Psychology* suggests that high performers can be up to 400 percent more productive than the average employee. Our Interview and Selection Training will help our people leaders grow professionally with an improved ability to hand-select candidates who as colleagues will be top contributors to the growth of our team and brand.

- Courses will include an interactive self-led Workday module; tools and resources including an interview guide and job aid; and additional coursework.

Participation in Interview and Selection Training is required for all incoming people leaders as part of the onboarding process. For those who were hired or promoted into people leader roles from January of 2023 to present day, attendance is mandatory; this group will be able to access live training modules online on June 29 and 30. We are not requiring all people leaders to attend this training, but it is highly recommended for those who are currently hiring or who have open job requisitions. For easier accessibility, Workday will automatically populate a direct link to the training any time a job requisition is created.

For any organization, furthering the professional development of employees in leadership roles is a valuable initiative. To do so in such a way that allows leaders to grow with new tools and training while gaining the ability to better recognize top talent for the benefit of our teams is a good thing gone one step further. As we add these new top-performing colleagues to our teams through the interview process, we converge leadership of today with that of tomorrow for increased assurance of a bright future for our organization.