



November 29, 2022 | 2:00 PM - 3:00 PM



Today's Agenda

- Welcome!
- Overview
- Monthly Meetings – Third Tuesday of every month
- Today's Featured Speaker:

Nikki Odom

Senior Director of DE&I and Community Affairs

Nestlé

- Q&A
- Networking Breakout Rooms



Monthly Meeting

3rd Tuesday of the month from 2:00 pm – 3:00 pm

Next Meeting:

Tuesday, January 17th

2:00 – 3:00 pm

Speaker:

Laila Salguero

Chief Diversity, Equity and Inclusion Officer

Peraton



Today's Featured Speaker

Nikki Odom, Senior Director of DE&I and Community Affairs
Nestlé



EMPOWERED TO GROW! NESTLÉ USA COACHING & MENTORING PROGRAM

Brief description of the project or scenario

- Nestlé USA (NUSA) conducted employee listening sessions and received overwhelming feedback from diverse employees that mentoring and access to leadership were important components of their development.
- NUSA answered the call! We acknowledged employee feedback and recognized the need to enhance our learning programming to elevate, develop and support diverse talent.
- Launched PILOT, a 6-month program focused on the employee and supports the development of the employee, manager and mentor!



NESTLÉ SCALED A COACHING & MENTORSHIP PROGRAM TO ACCELERATE DEVELOPMENT OF TALENT WITHIN NESTLÉ

Drive Accountability and Leadership

Further infuse DE&I measures of success into the business and performance planning processes across Nestlé + to increase representation of diverse talent

Proactively upskill leaders with the capabilities required to lead diverse teams, foster allyship, and create an inclusive culture

Ensure our supply chain is representative of our diverse consumers by increasing support of diverse suppliers

Engage Future Talent

Diversify our talent pool by expanding Hire 2 Win, deepening external partnerships, and increasing the role of ERG Talent Hunters

Create a centralized Nestlé+ external award nomination process to amplify our reputation as a national employer of choice

Enhance Learning & Development

Develop a suite of DE&I training & education programs, leveraging virtual reality and immersive experiences



Expand our targeted development programs for women in leadership and diverse talent

Leverage the scale of Employee Resource Groups across Nestlé + to amplify impact for our people and business

Act in Our Communities

Continue to evaluate our list of charity partners included in the annual Employee Giving Campaign based on feedback from Employee Resource Groups

Continue to leverage partnerships with NUL and other organizations promoting equity to build engagement opportunities for our employees and to widen our talent funnel

WE DEVELOPED **CLEAR & MEASURABLE** OBJECTIVES TO SUPPORT & ELEVATE FEMALE AND MINORITY LEADERS

1

Provide meaningful investment and support in the career development and advancement of diverse talent

2

Ensure diverse talent feels seen, valued and driven to take ownership of their development

3

Equip and enable People leaders to provide meaningful feedback and support.



WE LEVERAGED THE PILOT PROGRAM TO DELIVER A DYNAMIC DEVELOPMENT EXPERIENCE

PILOT is a dynamic, virtual six-month employee development experience.

The cohort-based model deploys strategies that meet employees where they're at to ensure everyone feels powerful at work.



PILOT CONSISTS OF 6, 4-WEEK LONG MODULES DESIGNED TO EMPOWER EMPLOYEES AND ACCELERATE CAREER GROWTH



PILOT FOCUSES ON THE EMPLOYEE AND **SUPPORTS THE DEVELOPMENT** OF THEIR MANAGER AND MENTOR!

- DYNAMIC REFLECTION - Weekly, digital 10-minute reflection activities.
- GROUP COACHING - Monthly, group video coaching in Live Sessions facilitated by a trained PILOT coach.
- FEEDBACK FROM MANAGERS - opportunities to receive structured feedback from their direct supervisor.
- INTERNAL PEER COMMUNITY - Employees journey through PILOT in a small group.
- INTIMATE INSPIRATION - Intimate virtual monthly gatherings with senior executives, called Fireside Chats.
- MANAGERS receive group coaching to help support the employee as they go through PILOT.
- MENTORS create a career profile and have prep session to deliver effective, engaging discussion about their career growth and development.

ENGAGING, EFFICIENT, ENERGIZING!

PARTICIPANTS WERE DELIBERATELY DIVIDED INTO COHORT GROUPS THAT FOSTER A **SAFE COLLABORATIVE ENVIRONMENT**



- 1 Manager level
- 2 Mix of Nestlé employees across operating companies
- 3 Mix of People Leaders & Individual Contributors
- 4 Representative of several functions
- 5 Highlighted during Talking Talent reviews

NESTLÉ AND PILOT IMPACT – DEI FOCUSED COHORTS IN 2021 & 2022

SATISFACTION

95% ★

EXCEEDS BENCHMARK

This indicates the % of participants who were very satisfied.

Gold Standard for CSAT is 80% .

CSAT surveys are taken after every completed activity.

PRODUCT USAGE

80% ★

EXCEEDS BENCHMARK

PILOT Product Usage Benchmark is 71%.





L&D online Product Usage is 10-15% .



COMPETENCY GROWTH

Employees complete assessments at the beginning and end of PILOT.

They observed growth in 4 of 4 of the areas of career ownership.

-  Inward Reflection
-  Solicit Feedback
-  Self Advocacy
-  Take Action

PERCEPTION

How do you feel about being selected to participate in PILOT?
Your employees said:

‘Excited, Acknowledged, Grateful, Appreciative, Honored, Motivated, Invested in, Appreciated, Intrigued’



Q&A

If you have any questions, please “raise your hand” or type your question in the chat box.



Breakout Rooms

Suggested conversation starter:

- Introduce yourself
- What is your role at your organization as it relates to DEI?
- What do you see as your biggest challenge in implementing or advancing DEI in your organization?

If you'd like to switch rooms there should be tools at the bottom of your screen to choose a different room (or you can go back to the main room and Homaira can help you.)



Thank you

If you have any questions, please contact Homaira Sherdil:
hsherdil@novachamber.org