

Category 5

Workforce Engagement

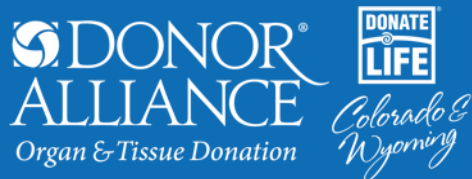
Laura Jeffries, Director of Human Resources

Andrea Smith, Director of PR / Communications

Sarah Snow, Human Resources Manager

Brett Campbell, Tissue Recovery Manager

Karan Collins, Hospital Development Director



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**

Donation Service Area

WYOMING



25 Donor Hospitals

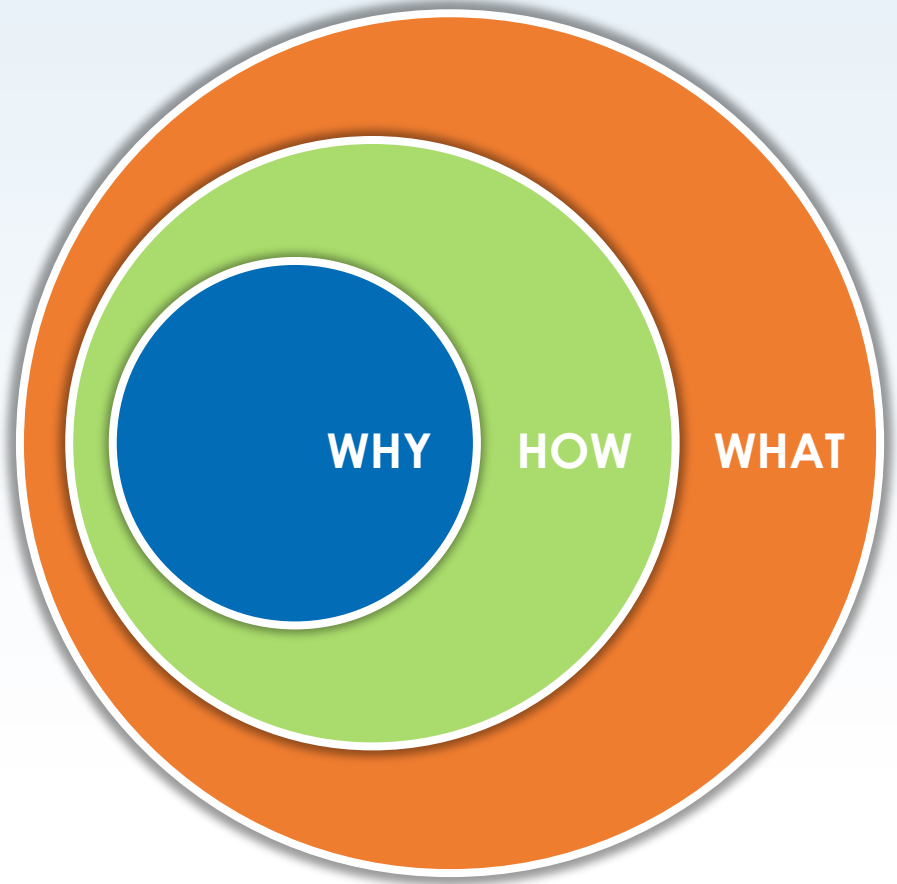
Key Customers

4 Transplant Centers
2 Tissue Processors



COLORADO

87 Donor Hospitals



WHY

To Save Lives

HOW

Listening

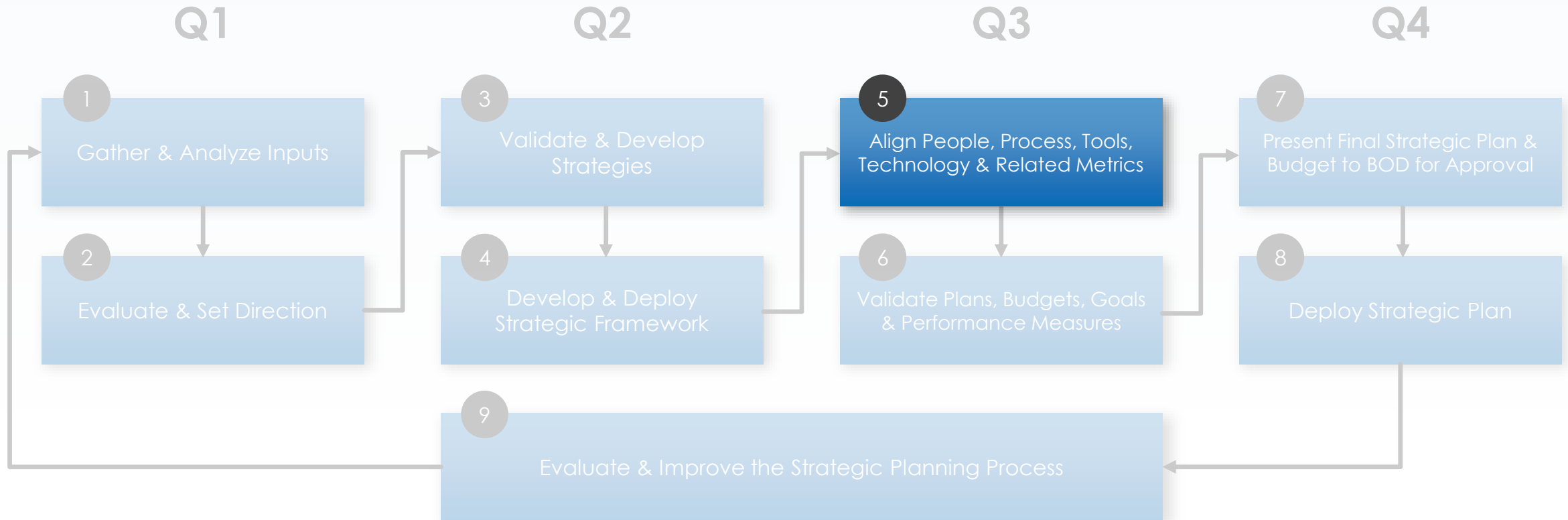
WHAT

Engaged Workforce

Takeaways

1. The Key to Workforce Planning: Collaboration
2. Making Candidates & Workforce Community Ambassadors
3. Listening Drives Workforce Engagement

The Key to Workforce Planning: Collaboration



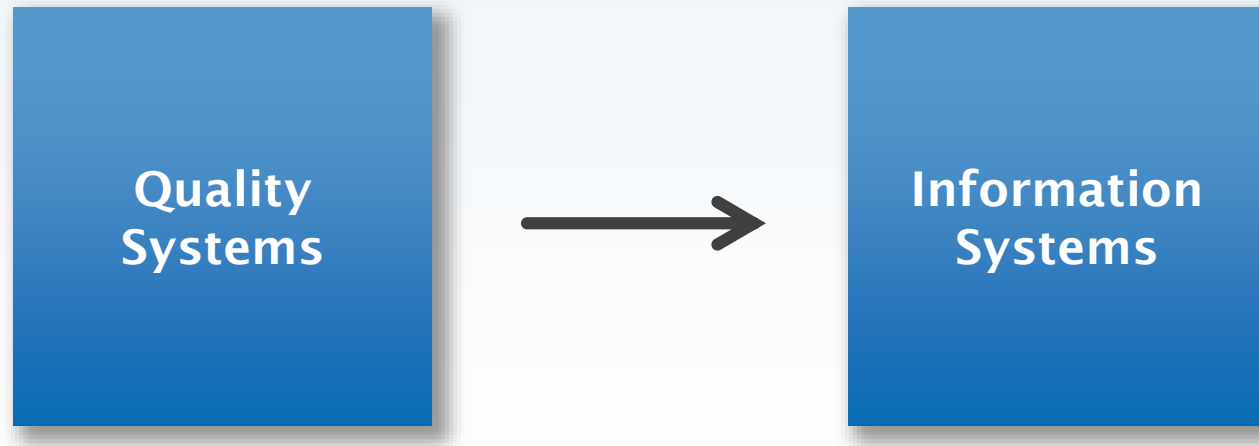
The Key to Workforce Planning: Collaboration

“

A fact-based, systematic process for capability and capacity is not evident.

”

The Key to Workforce Planning: Collaboration



Volunteer Workforce



Volunteer Engagement

53%

2016

78%

2018





Making Candidates & Workforce Community Ambassadors



COMMUNITY



VOLUNTEERS



CANDIDATES



EMPLOYEES

Results

11%


First-year turnover

37%

2018 new hires
had been
previously
declined.

34%

of active
Advocates for Life
Volunteers are
donor families.

COLORADO USA **DL** 


DRIVER LICENSE

1 SAMPLE
 2 DRIVER LICENSE
 8 1881 PIERCE ST.
 LAKEWOOD, CO 80214


3 DOB 04/24/1976
 4a Iss 04/24/2015
 4d Customer Identifier 99-999-9999
 4b Exp 04/24/2020
 5 DO 12345678910
 Previous Type A



9a Endorsements M
 12 Restrictions C, D
 9 Vehicle Classifications R

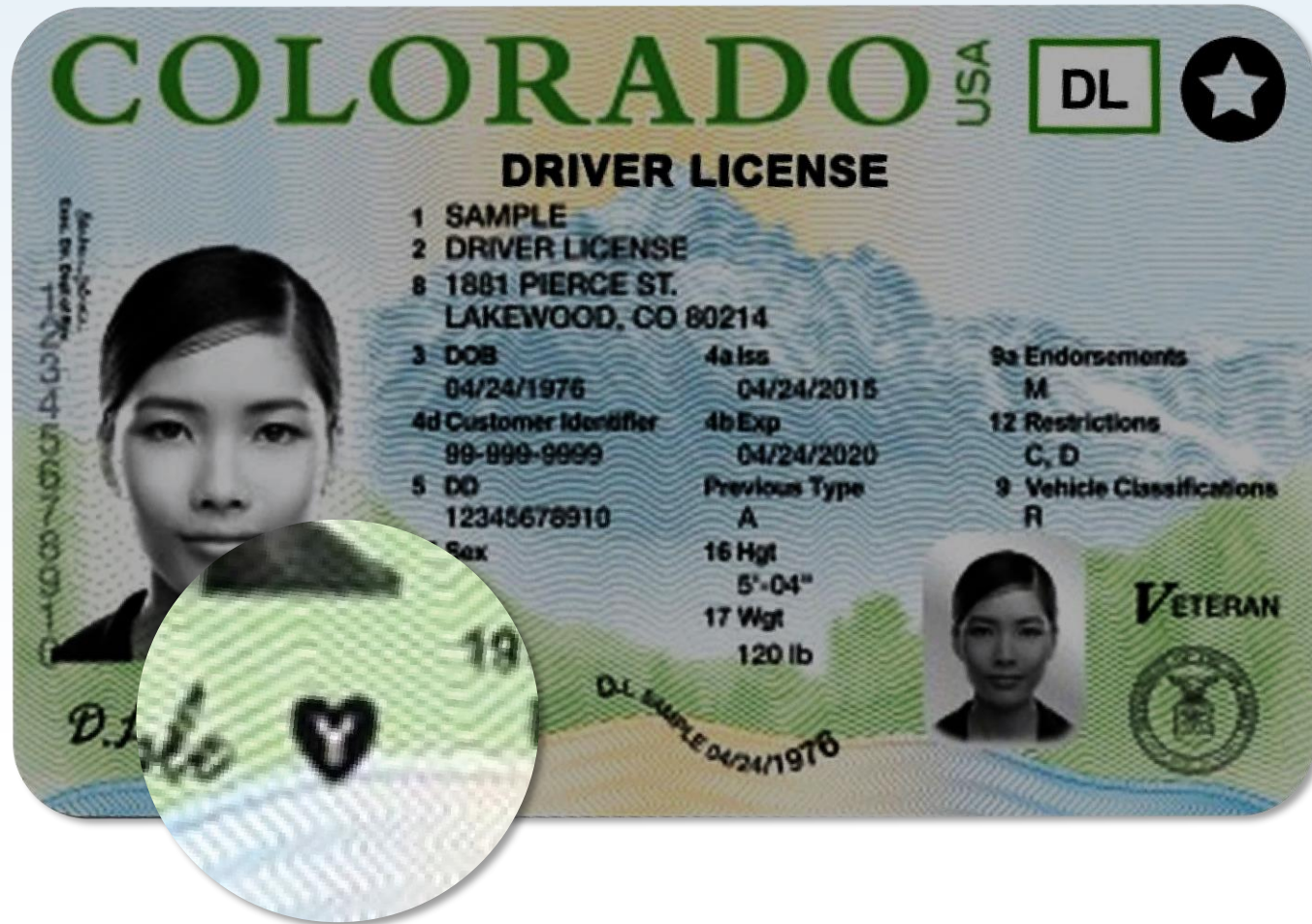
15 Sex F
 16 Hgt 5'-04"
 18 Eyes BRN
 17 Wgt 120 lb
 19 Hair BRN

D.L. Sample 

D.L. SAMPLE 04/24/1976

VETERAN 





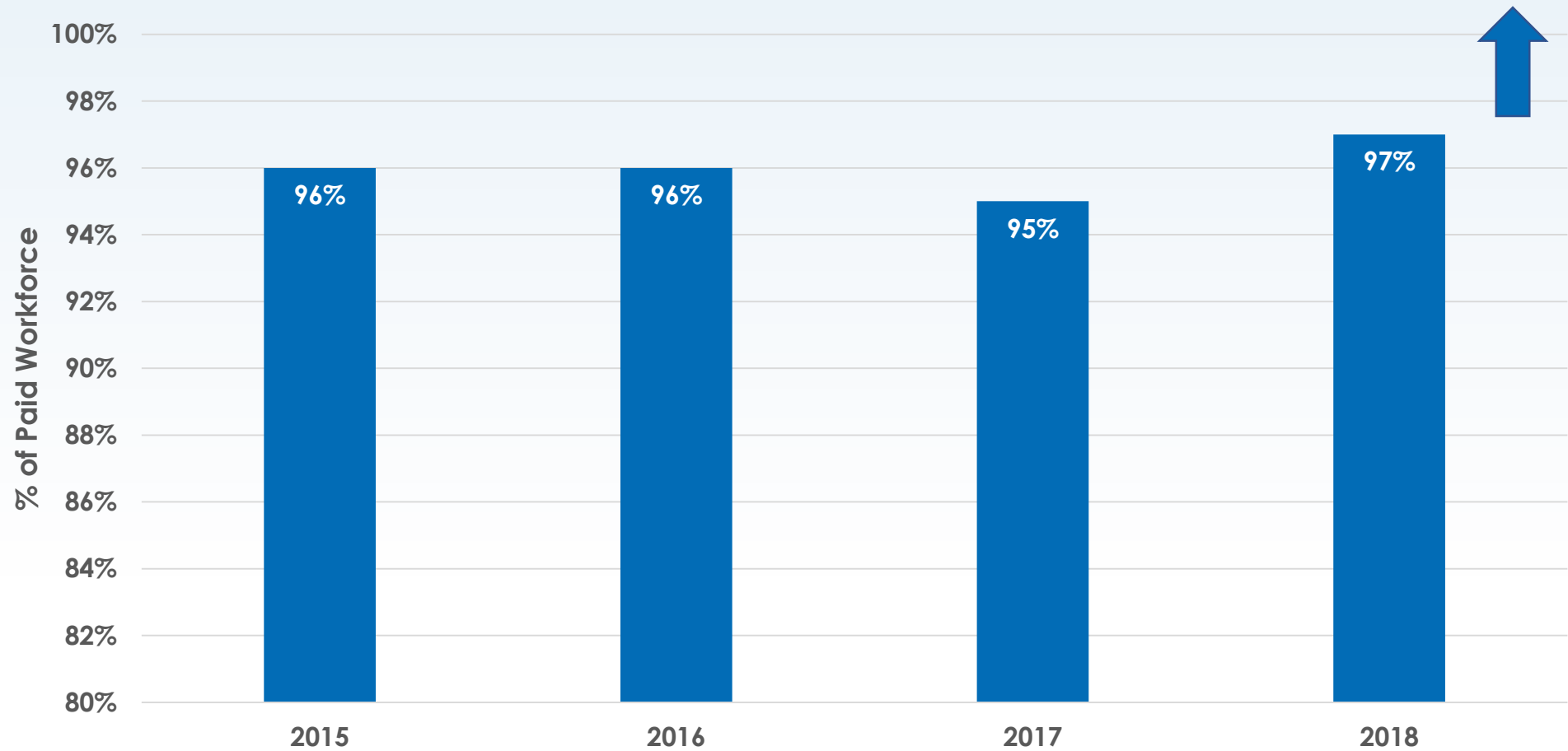
One way you are a
**community ambassador for
your organization**



Listening Drives Workforce Engagement



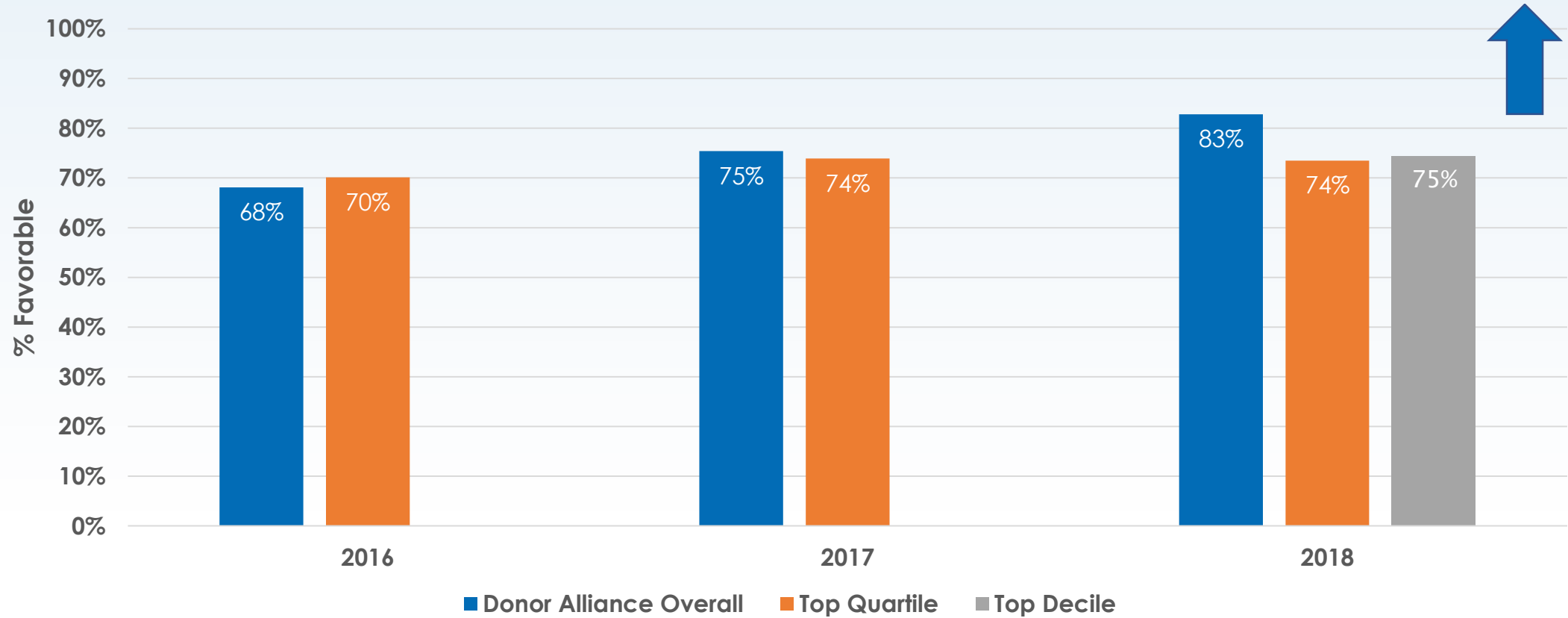
Monthly Leader Rounding with Staff





Listening Drives Workforce Engagement Annual Engagement Survey

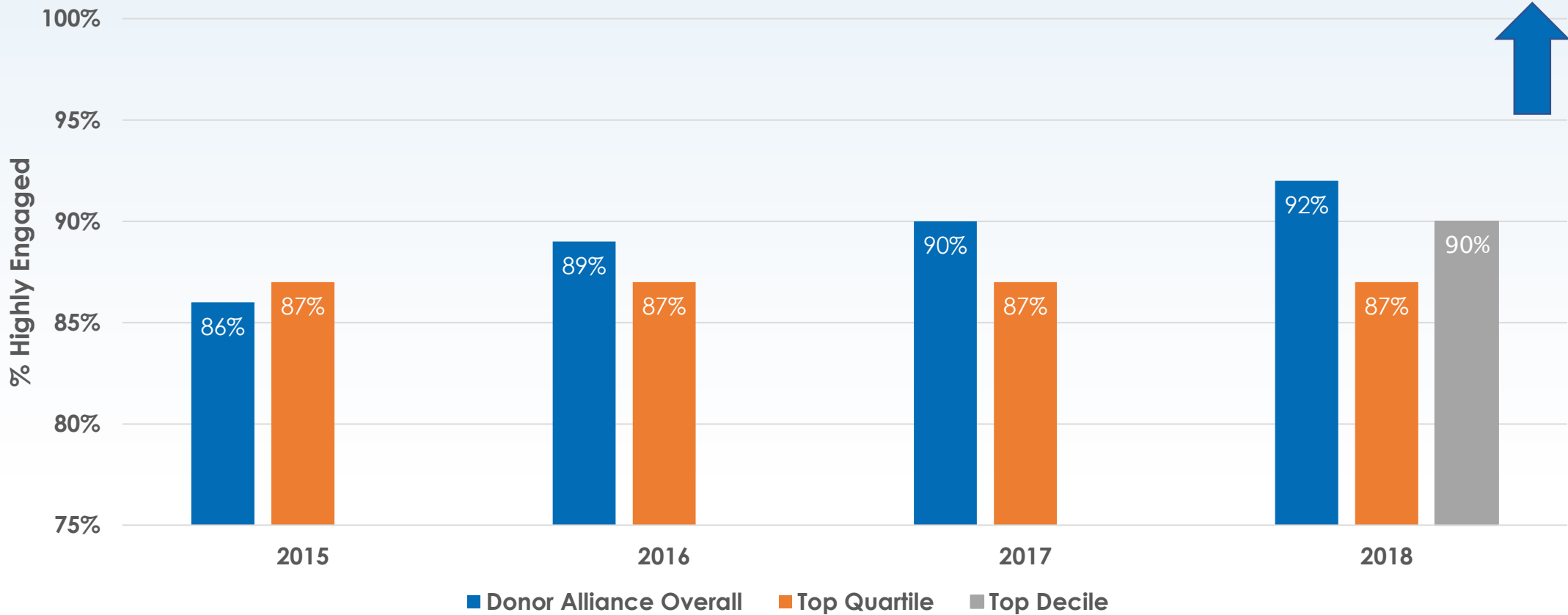
Annual Engagement Survey: My Opinions Seem to Count





Listening Drives Workforce Engagement Leadership Personal Goals

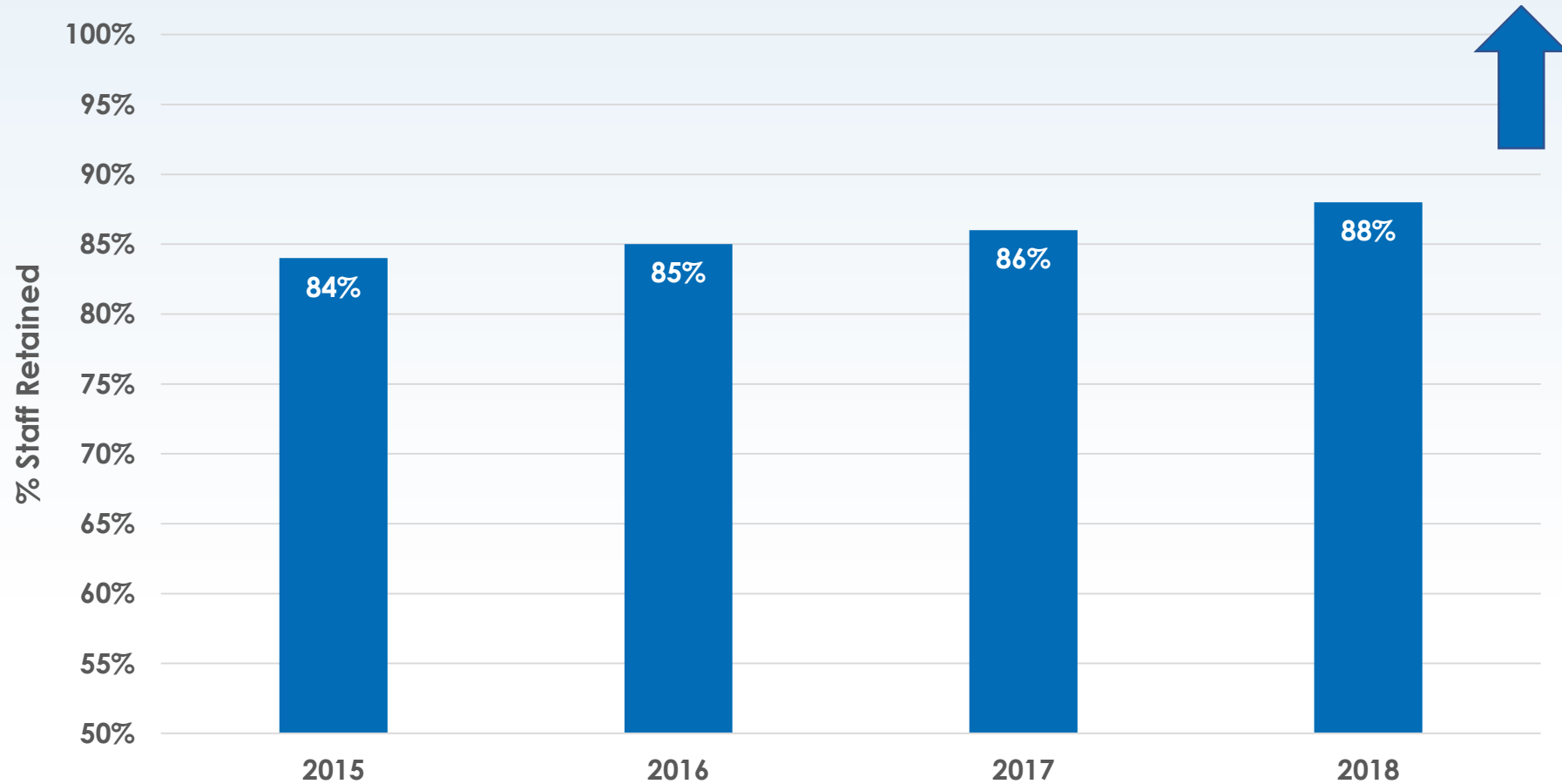
Annual Engagement Survey: Engagement Index





Listening Drives Workforce Engagement Survey Participation

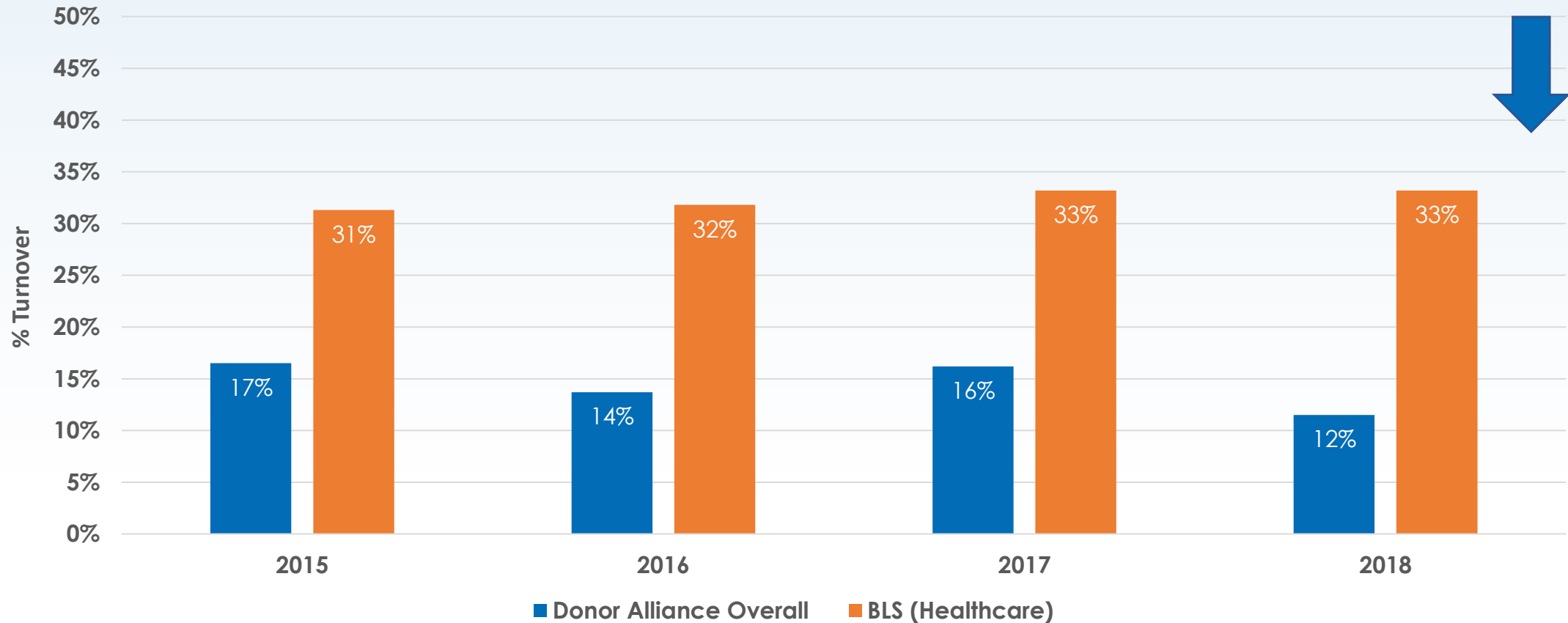
Retention of Specialized Staff



Listening Drives Workforce Engagement Overall Result



Organizational Turnover





DONOR
ALLIANCE

Organ & Tissue Donation



SHARING DAY IN DENVER, CO

SAVE THE DATE!

OCTOBER 30, 2019

