HR/Organizational

Company Description:
One of the world's leading companies in the field of health and nutrition. Develops and manufactures high-quality nutritional supplements, healthy weight-management products, and self-preserving personal-care products.

Short Project Name:
Talent Shortage

Project Description and Deliverables:
With the aging workforce, companies across the nation are facing talent shortages, especially in science, technology, engineering, and math. What are the most effective practices for getting access to the qualified talent pool? Many companies are finding it hard to recruit for positions in science, technology, engineering, and math. Furthermore, managers are finding that the rising generation is sometimes ill-equipped with the skills necessary to function in a traditional working environment. Some research has gone into the generational differences between the older baby boomer generation and the "millennials," however we are in need of practices that we can implement to not only bridge the talent gap, but foster a culture and environment so the millennial generation can succeed.

Key Deliverables
1. Analyze and propose some best practices for recruiting (or training in house) and retaining talent in the more technical fields.
   a. Take a look at what other companies are doing with regards to creative benefits or other ways they are attracting top talent.
   b. We are currently building an internship program aimed at advertising employment at USANA. We realize we have a branding issue with how our company is structured when it comes to employment. Propose some ideas to overcome this.
2. Analyze and propose a method to either adapt our current culture to fit the needs of the new generation of the workforce, or a way to implement training to help younger workers integrate better into our current culture.
3. In addition, find out if there is anything we as employer can do to narrow the talent gap that currently exists
   a. Encouraging people to study in more technical fields
   b. Groom talent from within by providing in-house training opportunities (Cost/benefit analysis)

Company Description:
ZZZZZ, Inc. designs, manufactures, and sells Internet protocol (IP)-based networking and other products related to the communications and information technology industry worldwide. It offers routers that interconnects public and private IP networks for mobile, data, voice, and video applications; switching products, which provide connectivity to end users, workstations, IP phones, access points, and servers;
application networking services; and home networking products, such as adapters, gateways, modems, and home network management software. The company also offers security products, storage area networking products for data center environments, collaboration products to integrate voice, video, data, and mobile applications, video connected home products. Further, the company offers technical support services; and responsive, preventive, and consultative support services for its technologies

Short Project Name:
Enhancing knowledge management for our company

Project Description and Deliverables:
Development of Global Staffing documentation within our company’s knowledge management tool, to enable our employees worldwide to leverage the Staffing organizations best practice collateral.

Our Staffing organization is excited to be rolling out a new operating model in September. This is the result of a year-long effort to:
• further align our Staffing Services with business needs beyond Staffing, whilst advancing our competitive advantage
• promote excellence by continuing to streamline operations, systems and tools
As part of this effort, the Staffing organization has created process documentation, templates, and other supporting best-practice collateral, to enable Staffing’s execution of the new model.

Going forth, we’d like to transform this content, and create new Staffing content, so this important developmental work can be leveraged by the wider business, via our knowledge management tool.

We’d like the support of a project team to:-
• Partner with the Human Resources Support Center team to understand trends in historical cases; to identify priority areas for content development.
• Understand gaps in existing content, and create and publish new content.
• Tailor the Staffing-specific training and materials to non-Staffing audiences, such as broader Human Resources, Human Resources Support Center, and Hiring Managers directly.
• Prepare short tutorial videos for Hiring Managers, to help them to understand their role in the Staffing process (e.g. tips on requisition creation, how to partner with Recruiters on job profiles, the role of the Hiring Manager in sourcing, etc).

Key Deliverables
The project team would be charted with improving the knowledge management assets within our knowledge management tool:
• Identify highest priority focus areas for knowledge management within the HR and Hiring Manager communities
• Determine Staffing content that can be utilized beyond the Staffing organization
• Update, create and publish content for Hiring Manager and HR audiences, using video, where possible