Category 5

Workforce Focus

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MISSION
Donor Alliance saves lives through organ and tissue donation and transplantation.

VISION
Maximizing all donation opportunities

CORE VALUES
Integrity
Leadership
Excellence
Accountability
People First
Listening Drives Workforce Engagement
Monthly Leader Rounding with Staff

<table>
<thead>
<tr>
<th>% of Paid Workforce</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>96%</td>
<td>96%</td>
<td>95%</td>
<td>97%</td>
</tr>
</tbody>
</table>

- 96% of the paid workforce in 2015
- 96% of the paid workforce in 2016
- 95% of the paid workforce in 2017
- 97% of the paid workforce in 2018
Annual Engagement Survey
Annual Engagement Survey
PROCESS

- Work
- Request
- Commitments
- Launch
- Dept. Sharing
- Org. Sharing
Annual Engagement Survey: My Opinions Seem to Count

<table>
<thead>
<tr>
<th>Year</th>
<th>Donor Alliance Overall</th>
<th>Top Quartile</th>
<th>Top Decile</th>
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</thead>
<tbody>
<tr>
<td>2016</td>
<td>68%</td>
<td>70%</td>
<td></td>
</tr>
<tr>
<td>2017</td>
<td>75%</td>
<td>74%</td>
<td></td>
</tr>
<tr>
<td>2018</td>
<td>83%</td>
<td>74%</td>
<td>75%</td>
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</tbody>
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Donor Alliance Overall, Top Quartile, Top Decile
Listening Drives Workforce Engagement Leadership Personal Goals
Listening Drives Workforce Engagement Survey Participation
Retention of Specialized Staff

2015: 84%
2016: 85%
2017: 86%
2018: 88%
Volunteer Workforce Deployment

1. Annual Survey
2. Team Review
3. Sharing
4. Strategic Prioritization
5. Evaluation
Small Group Discussion

1) What does this look like at your organization?
2) What challenges have you encountered?
3) What are you going to take back to your organization?