



Reopening the Workplace:

COVID-19 Special Series

**Identifying Employee Skills Strengths and
Opportunities in a Changed Environment**

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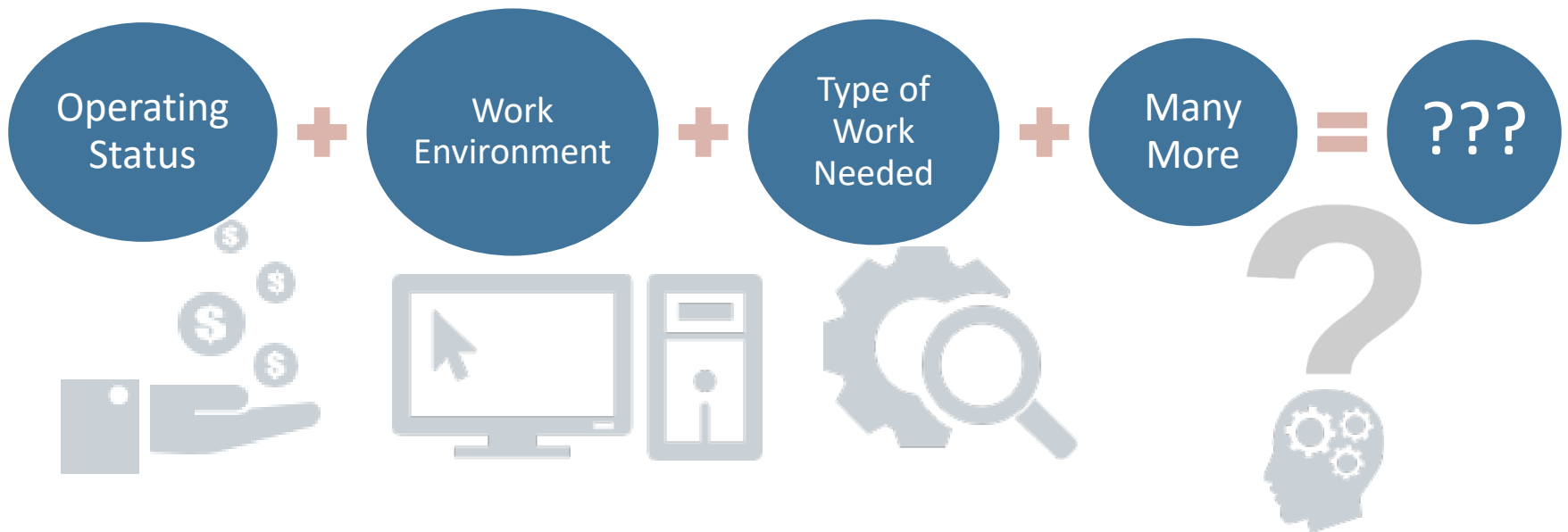
Reopening the Workplace COVID-19 Special Series

The Institute is hosting a new webinar series to help employers navigate the unprecedented issues in the workplace arising from the Coronavirus pandemic.

This series focuses on reopening the workplace. Our Institute leaders, our nationally renowned faculty, and special guests will join together to discuss legal considerations, reassessing jobs in a changed environment, and challenges of managing remote workers.

The Face of Work Post-COVID-19

Organizations are seeing changes in:



Key Focus Areas



How have the jobs or job environments changed?



What does this mean for the nature of the work performed?



Do employees possess the talent or skills needed to perform the work?

Nature of Work & Talent Needs

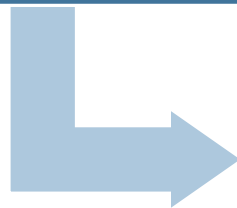
Determine Job Requirements & Evaluate Change

- Evaluate job/work analysis information
- Evaluate the breadth and impact of change to the job(s)/work



Assess Gaps Between Possessed and Needed Skills

- Work with subject matter experts (SMEs) to identify areas to target in defining skill levels
- Obtain ratings on skill levels
- Evaluate impact of gaps identified



Determine Appropriate Interventions for Identified Gaps (e.g., Training)

Addressing Skill Gaps

Level



Purpose

- Selection
- Training & Development
- Resource or supply acquisition
- Performance Goal Setting
- Succession Planning

Key Takeaways



Get to know the work

Evaluate the change

Identify skill gaps

**Develop plan for
addressing gaps**

Upcoming Sessions

Identifying employee skills strengths and opportunities in a changed environment

Hiring for virtual work: approaches to finding fit

Managing in virtual environment: evaluating tools and procedures to ensure effective performance management

Employee engagement and assessment: how work from home may impact your approach

Training considerations: a discussion of tools and procedures that can help supervisors and employees remain successful in a remote environment

Top employer issues on remote workers

Evaluating compensation decisions: what roles do pay adjustments and furlough play?

Kristen Pryor

Kristen Pryor, M.S., is an Associate Principal Consultant at DCI. Ms. Pryor has 15 years of experience developing, implementing and evaluating human capital systems in both the private and public sector. While at DCI, she also worked with clients in the equal employment opportunity and affirmative action arena, including developing affirmative action plans, conducting pay equity analyses, and recommending strategies to further compliance initiatives.

Kristen's primary expertise is in selection-related work, which includes conducting job analyses; developing, validating, and recommending the use of a variety of pre-employment and promotional assessments; and conducting complex data analyses to evaluate the performance of human capital systems. Kristen earned her M.S. degree in I/O Psychology from the University of Central Florida.

Melissa Haudek

Melissa Haudek, M.S. is a Senior Consultant in DCI's ELS division. She provides consultation and support for a variety of employee selection, litigation, and other human capital services. Melissa's primary areas of expertise are in job analysis, assessment development, and validation for both private and public sectors.

Prior to joining DCI, Melissa worked at the U.S. Office of Personnel Management as a Personnel Research Psychologist where she developed and improved employee selection and developmental processes for a variety of occupations and federal agencies. Melissa provided a range of services, including competency modeling, assessment development, validation, organizational assessment, competency gap analysis, and program evaluation. Melissa earned her M.S. degree in I/O Psychology from Missouri State University.