

Employee Resource Groups, Retention & Research



Resource Groups Podcast featuring
David Clark
Hosted by Dr. Jonathan Ashong-Lamptey

Who is
David Clark?

David is an HR
professional,
experienced in
Employee Engagement
and Diversity & Inclusion

David has launched and
led LGBT employee
resource groups

David is researching
the business impact of
employee resource
groups

Top 10 items covered

TOP TEN ITEMS COVERED

#1. The business impact
of employee resource
groups

TOP TEN ITEMS COVERED

#2. Why people leave organisations

TOP TEN ITEMS COVERED

#3. David's fascinating research project

TOP TEN ITEMS COVERED

#4. The relationship
between resource
groups and staff
retention

TOP TEN ITEMS COVERED

#5. The importance of
choosing the right name
for your employee
resource group

TOP TEN ITEMS COVERED

#6. How employee
resource groups can
benefit
LGBT employees

TOP TEN ITEMS COVERED

#7. David's experience of LGBT role models in the workplace

TOP TEN ITEMS COVERED

#8. How employee
resource groups when
on boarding new
recruits

#9. The challenges organisations have with attrition of minority groups

TOP TEN ITEMS COVERED

#10. The reason
employee turnover
is so costly

Top 10 takeaways

TOP TEN TAKEAWAYS

#1. People often leave companies due to poor management

TOP TEN TAKEAWAYS

#2. Millennials
are known for
job hopping

#3. Employee resource groups can provide professional development

TOP TEN TAKEAWAYS

#4. The name of an employee resource group should be tied to the professional context

TOP TEN TAKEAWAYS

#5. Employee resource groups can provide practical skills for leadership

TOP TEN TAKEAWAYS

#6. Employee resource groups can provide exposure to senior leaders

TOP TEN ITEMS COVERED

#7. David's experience
of LGBT role models in
the workplace

TOP TEN TAKEAWAYS

#8. Employee turnover is extremely expensive

TOP TEN TAKEAWAYS

#9. LGBT role models
can inspire employees

TOP TEN TAKEAWAYS

#10. David is engaged in innovative research

Top 3 Quotes

TOP THREE QUOTES

“They stayed in the company longer because of their ERG’s”

TOP THREE QUOTES

“ERG’s provide a professional network a lot of individuals are looking for”

TOP THREE QUOTES

“The number one reason people leave is poor management”

Top 3 Action Items

TOP THREE ACTION ITEMS

#1. Use informational meetings to gauge interest in employee resource groups

TOP THREE ACTION ITEMS

#2. Use an intersectional approach to make events effective

TOP THREE ACTION ITEMS

#3. Consider how your employee resource group can influence staff retention

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