



People

Community Chairs

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TAO Staff Contacts

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Aim Statement

The TAO People Community aims to provide resources both for an individual's professional development and an organization's development of people operations as they evolve. These resources and this community space are intended to be a supportive and open space to learn and grow with one another through candid, professional conversations. These conversations and resources will be made available in a variety of formats including events, online community engagement via Mobilize, peer to peer discussions, and mentorship opportunities.

What Does Success Look like?

Regular engagement among network members (platform activity measure)

- Network members leverage the group for ideas and problem solving
- Network members share best practices and resources

Growth of network (up to 100 community members, with 25% women and 10% BIPOC representation by 12/31/2021)

- The bigger the network, the bigger the pool of knowledge and resources
- Increased resources for TAO
 - New members, 25% women, 10% BIPOC
 - Attract new sponsors
 - Increase engagement/other benefits for existing TAO Communities
- Broader network enables better talent acquisition for network members

One event per quarter with keynote speaker/presenter. At least two speakers/presenters must be women of color.

- Learning from industry experts
- Alternate mode of engagement for network members
- Interacting with like-minded individuals
 - Energizing/momentum to lead within our companies
 - New ideas/tools to move our companies forward
 - Hearing what other industries are doing/new perspectives



How Will Success be Measured

Regular engagement among network members (platform activity measure)

- Engagement Metrics:
 - Mobilize Analytics
 - Main Community Posts
 - 75% of Community View
 - 50% of Community Click, Comment, Respond
 - Event Feedback Surveys
 - Achieve a NPS score of 4.0 or higher on a scale of 1.0 to 5.0

Growth of network (up to 100 community members with 25% women and 10% BIPOC representation, by 12/31/2021)

- Community members will be determined by those registered within the Mobilize community

One event per quarter with keynote speaker/presenter/panel with at least two speakers/presenters must be women of color.

- Number of sponsored, TAO Facilitated Events that are organized with a TAO staff member with registration collection via Cvent

What Makes Us Different

The group is focused on:

- Resources
 - Technology Tools
 - People Management discussions
 - Equity, Diversity, Inclusion, & Belonging
 - Talent Pipeline
- Community
 - Providing a space for individuals with similar roles and interests to meet and collaborate, where they feel comfortable being vulnerable, open, and honest
 - Networking across the state