

Topic 1 Talent retention & Leadership Pipeline

People-Centered Leadership & Retention

Dr. Rashonda Harris

Inclusive Leadership Pipelines

Equity and access to leadership development

Representation and belonging as retention drivers

Mentorship & Sponsorship

Mentorship for engagement and development

Sponsorship for advancement and retention

Purpose-Driven Retention

Aligning individual values with organizational mission

"Purpose over paycheck" mindset

Leadership Readiness & Reskilling

Learning mindset

Coaching emerging leaders

Preparing leaders for complexity, not just roles

Organizational Systems & Strategic Retention

Prof. Dr. Frank L. Harper

Structural Retention Strategies

Competitive compensation and benefits

Flexible work arrangements

Career development systems

Succession Planning

Risks of no succession plan

Leadership continuity and transparency

Data-Driven Retention Insights

Workforce analytics

Predictive indicators of turnover

Agile Leadership Framework

Strategic, tactical, and operational alignment

Adaptability in complex environments

Execution, Scenarios & Integration

Dr. Michael O'Connor

Scenario-Based Retention Planning

Economic downturns

Competitive talent markets

Remote and hybrid workforce shifts

Workforce Impact Analysis

Skills, roles, and capacity planning

Financial and operational implications

Integrated Execution

Translating strategy into operational action

Aligning people and systems

shared integration node

all

Connecting People + Systems + Strategy

Shifting from reactive retention to proactive leadership pipelines

Building future-ready, resilient organizations