

Investing in Your Greatest Asset

TALK to Your Team





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TALK

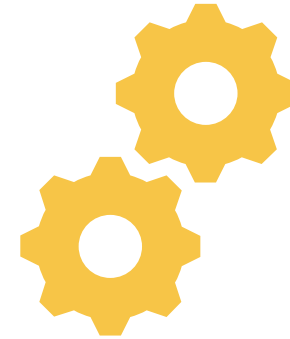
Summary



INTRODUCTION



Director of Project Management and Human Resources at Summit Analytical. Nearly seven years of experience in the pharmaceutical industry, providing innovative project management and human resource support to biostatistics teams.



Enjoys implementing Project Management and Human Resource solutions that reduce redundancies through automation and workflows.

WHY COMPANIES SHOULD CARE



FIDUCIARY



BURDEN ON
OPERATIONS

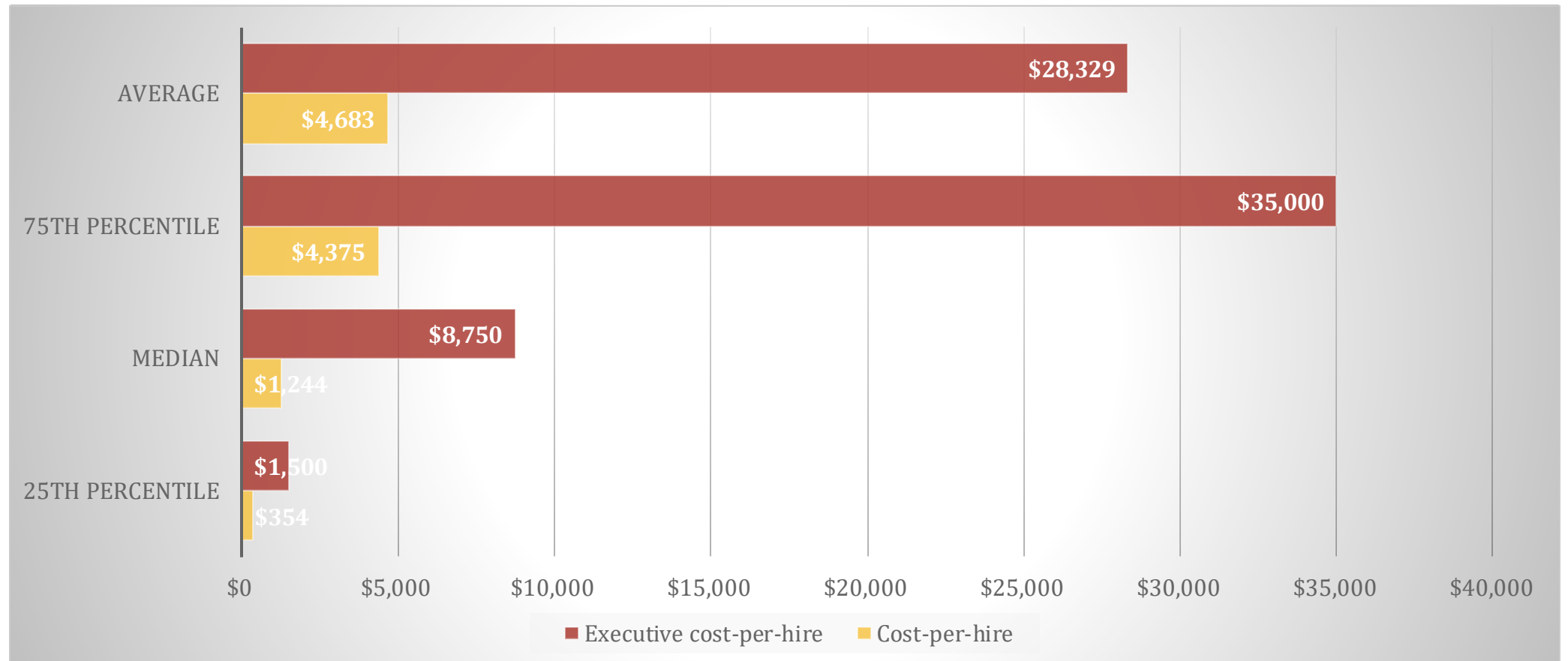


STRESS



FUTURE
BUSINESS

COST PER HIRE



Source: SHRM Benchmarking: Talent Access Report (selection criteria: overview).

STAFF KEY PERFORMANCE INDICATORS (KPIs)

Employee Surveys

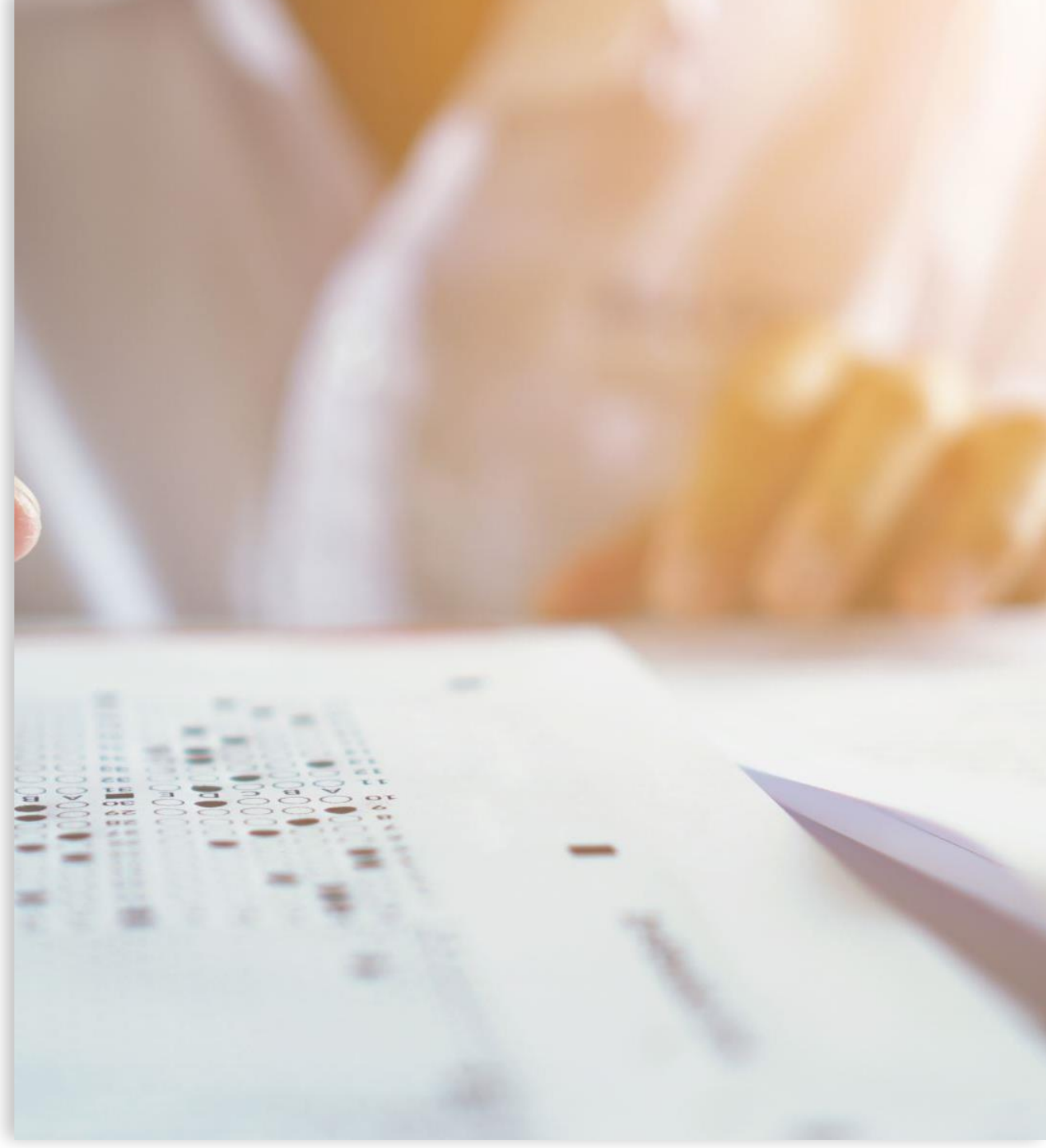
Absenteeism Rate

Overtime Hours

Turnover Rates

Average Time Stay

Gender and Ethnic Diversity



**Teach
Appreciate
Learn
Kindness**

TEACH



- In house training by Subject Matter Experts (SMEs)
- Professional Development Programs
- Higher Education Reimbursement
- Professional Conferences
- Certifications

APPRECIATE



Initiative



Overtime



Cross-training peers



Meeting timelines



Challenging projects/clients



Exceeding expectations

LEARN

What is important to staff?

Flexibility

Growth

Work-life balance

Compensation & Benefits

Job Satisfaction





KINDNESS

“I speak to everyone in the same way, whether he is the garbage man or the president of the university.”

— Albert Einstein

The image features a central white rectangular area with the text "THANK YOU" in a dark blue, serif font. This central area is flanked by two vertical borders. Both borders are filled with a dense, overlapping pattern of various currency symbols, including the dollar sign (\$), euro symbol (€), pound sterling symbol (£), and yen symbol (¥). The symbols are rendered in a golden-yellow color, giving the borders a textured, metallic appearance. A thin, horizontal golden-yellow line is positioned directly beneath the text "THANK YOU".

THANK YOU

Sources

Einstein, A. (2023). *A quote by Albert Einstein*. Goodreads. Retrieved February 19, 2023, from <https://www.goodreads.com/quotes/3972-i-speak-to-everyone-in-the-same-way-whether-he>

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Stephen Miller, C. E. B. S. (2022, April 11). *SHRM HR benchmarking reports launch as a free member-exclusive benefit*. SHRM. Retrieved February 19, 2023, from <https://www.shrm.org/resourcesandtools/hr-topics/benefits/pages/shrm-hr-benchmarking-reports-launch-as-a-member-exclusive-benefit.aspx>