

# Creating Internal Talent Pools/Pipeline

David Pease, SVP – Talent, Diversity & Inclusion Bangor Savings Bank

With Allison Treat and Tyler Bartlett 2022 Management Trainees

## Talent is your #1 Priority!

Finding excellent talent is the #1 priority of all managers. Our business is successful because of our people – how we treat one another, build relationships with customers and provide stewardship to our communities. Banking is a people business – hire & keep the best people!

--David Pease



#### **Bangor Savings Bank Talent & Diversity Model**

Ensure our culture and work practices are inclusive, respectful and inviting to all; engaging optimal professional performance and personal potential and assuring the full utilization of our people is at the heart of our competitive success.

- Strategic Staffing
  - · Changing Demographics
  - · Competition for Talent
  - · Job Design (Meaningful Work)
  - · Living Wage Initiative

Workforce Planning

ATTRACT,

**ENGAGE &** RETAIN TOP DIVERSE

TALENT

- · Succession Planning
- · Management Trainees
- Enhanced Internships
- Leadership Development
- Mentors
- · Performance/Career Coaches
- Self-awareness
- · Diversity and cross-cultural training & competence
- Authenticity + Alignment
- Accountability
- · Diversity Council



Internal **Talent Pipeline** 

Engagement & Retention

- External **Talent Pool**
- · Employment Brand
- · Managers as Talent Scout
- Social media presence +
- · Visible College Relations
- · Community Partnerships
- · Workforce Development
- · Real time Feedback Culture
- · Green Dot Safe Work Environment, Harassment-free
- Innovative and Agile staff
- · Managers as Change Agents
- · Talent & diversity metrics
- · Inclusive onboarding
  - · Facilitate career mobility
  - · Pay & recognition Equity
  - · Healthy life balance/Wellness
  - · Managers as Engagement Gurus
  - · Community commitment/impact











As with a pair of child's shoes, it's always best to find new employees with room to grow into























Proactive Hiring









## Diversity, Equity, Inclusion & Belonging

#### Diversity

Welcoming the dimensions of diversity backgrounds, identities, experiences and talents—with a focus on intersectionality and traditionally marginalized communitites

Addressing historical and systematic barriers, ensuring accountability

#### Equity

Recognizing that each person on your team comes from different circumstances, and enabling access to the same opportunities for all team members

#### Belonging

The experience of all team members being seen, known, and valued by their colleagues and leaders, so that they feel comfortable bringing their whole self to their work, and able to do their best work

Proactively inviting everyone to contribute and participate, being an ally

Nurturing a culture that enables diversity to thrive

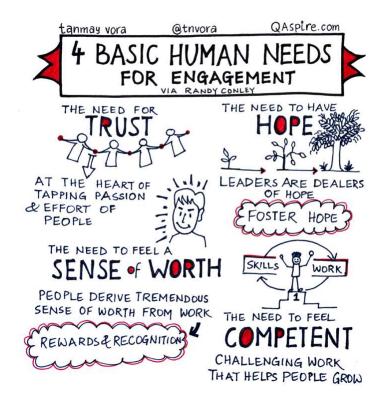
#### Inclusion

Ensuring that all employees feel psychologically safe at work and that each person is heard, supported, and respected for the unique background, experience, and perspectives they bring



### Creating a Meaningful Experience!





## The Future is Now...







### Questions?



David Pease, SPHR & SHRM-SCP SVP – Director of Talent, Diversity & Inclusion

Bangor Savings Bank
280 Fore Street
Portland, ME 04101

David.pease@bangor.com
(207) 577-7297

Feel free to connect with me on social media LinkedIn, Instagram, Facebook, Twitter (MaineHR)