



A WEEK IN *Learning*

SPOTLIGHT

Individuals and teams leading a culture of learning!

MORE THAN RESOURCEFUL:

HUMAN RESOURCE & TALENT ACQUISITION PAVE THE PATH FOR LEARNING

Trisha Martin, Senior Manager, Organizational Development

What is a learning culture, and what does it look like inside of an organization? Simply put, a learning culture consists of team members across an organization who seek, share, and value knowledge. Individuals integrate these actions into the organization's culture, creating an environment where a growth mindset is prioritized, nurtured, and embraced by all. Now for another million-dollar question: *what does this look like at Goodwill?* Look no further than our own Human Resource (HR) and Talent Acquisition teams!

Meet the Teams

Before diving into their learning journey, let's get to know what these amazing teams do for our organization.

Resourceful, yes, but our **HR team** is more than that. Our HR team plays a crucial role in supporting the growth and development of our GCNA and GIMV team members by providing us with tailored tools and resources that increase our productivity and retention. From performing comprehensive background checks and configuring the Workday system, to updating policies and sourcing benefit plans, our HR team manages a wide range of responsibilities.

The **Talent Acquisition team's** main responsibility is to provide our organization with quality talent to fill all our amazing roles here at GCNA and GIMV. Recruiting is often thought of as 'people who hire people'. This is not the case for our multipurpose team. They provide qualified candidates to the organization to select from, guiding and supporting the hiring process from beginning to end. They do this by strategically producing job postings with carefully crafted descriptors and titles, creating precise advertising approaches, and putting our jobs in front of the right people.

Learning in Action

HR and Talent Acquisition are two of many teams here at Goodwill that demonstrate a culture of learning. And just recently, I (and many others) had the opportunity to see this in action.

Every month, the HR and Talent Acquisition teams invite other departments to a learning session where they share information about what they do while learning about how their teams connect to the overall mission.

Cindy Woodward, Vice President of Human Resources, quickly recognized the incredible impact this was bringing to her team and wanted to open the same opportunity up to others:

"Sometimes we don't realize how hungry people are for information. There are so many great things we do at GCNA, so let's share the knowledge. Team members want to understand how important their role is in supporting the mission, and it starts with talking about it."

-Cindy Woodward, Vice President of Human Resources

With the support of the Leadership Team and several other departments, a new version of their monthly learning session was held at the Arizona corporate office, where they invited the Diversity, Equity, and Inclusion (DEI) and Employee Experience teams to come speak about their departments. Team members left the session with a better understanding of what these two teams offer, along with a feeling of validation that these departments were walking their talk. One team member shared, *“I really enjoyed hearing more about these teams. It shows that we are paying attention to what matters the most to our employees.”*



Author: Trisha Martin

Given the overwhelming amount of support and engagement, another learning session was in the works. This time, our Career Center and My Career Matters teams took the stage. Once again, our team members walked away feeling inspired, informed, and ready to share what they took away with their colleagues.

The learning session attendees are not the only ones that left the session feeling empowered. Our presenters were grateful for the opportunity to share their work, surrounded by those who were eager to listen.

“This forum allowed me to share all the wonderful things the Employee Experience team is working on and the impact we will have on our team members by focusing on the things that matter to them. I truly appreciated the engagement, questions, and comments I received. It solidified that we are in alignment with the voice of our team members. Most importantly, my hope is that everyone from individual contributors to leaders knows that we are here for them. They inspire us to show up every day!”

- Maria Ramos, Sr. Manager of Employee Experience

A Dynamic Learning Culture

The HR and Talent Acquisition teams at Goodwill have demonstrated that creating a dynamic learning culture within an organization is achievable through simple initiatives like the learning sessions. These initiatives provide opportunities for team members to learn, grow, and connect with others across the organization. By championing these sessions, the HR and Talent Acquisition teams have set a great example of what a true culture of learning looks like.

A special shout out to DEI, Employee Experience, My Career Matters, and the Career Center teams for shining some light on what you do for the organization. We hope to continue these sessions, as well as look for ways to expand the content to more locations. Keep learning, Goodwill!

Thank you for leading a culture of learning!

Continue to the next page to view our multi talented HR and Talent Acquisition teams!

Click each link below for more information



Let us know what you thought of this week's content.



Learn more about this L&D team member.

To view this Week in Learning and more, please visit: <https://gwl-az.org/WIL>



HR Team:

Cindy Woodward - *VP, Human Resources*
Jessica Rhoades - *Sr Director, Talent Management*
Maria Chavez - *Director, Total Rewards*
Jessica Sample - *Sr, Manager, HRMS & Workforce Analytics*
April McKinney - *HR Services Specialist*
Beatriz Hernandez Sanchez - *HR Business Partner*
Chantel Sanchez - *HR System Analyst*
Corina Rivera - *Talent Management Specialist*
Dee Walters - *HR System Analyst*
Dorothy Chavez - *Talent Management Specialist*
Henry Moore - *HR Business Partner*
Irene Moreno - *HR Services Specialist*
Jake Meyer - *HR Business Partner*
Jennifer Iverson - *Manager, Employee Relations*
Juan Padilla - *Compensation Specialist*
Julie Stamas - *Manager, Benefits*
Kerry Amann - *HR Business Partner*
Krista Behrendt - *Manager, Compensation*
Kristine Wozniak - *Sr. Employee Relations Partner*
Leslie Huacuja - *Leave Administrator*
Liz Perez - *HR Services Specialist*
Lorena Estrada - *HR Services Specialist*
Lynne Bruns - *HR Business Partner – Part Time*
Mariah Harris - *Talent Management Specialist*
Matthew Lausen - *HR Services Specialist*
Megan Johnson - *Sr. Talent Management Specialist*
Miranda Sheneman - *Employee Relations Partner*
Natalie Rodriguez - *Manager, HR Business Partners*
Racquel Blanks - *Manager, Leave Administration*
Rita Mayorquin - *Sr Leave Administrator*
Sarah Hatfield - *Talent Management Specialist*
Shalimar Schaeffer - *HR Business Partner*
Sydney Taylor - *Talent Management Specialist*
Tammy Gallagher - *HR Business Partner*
Theresa Scott - *Manager, Talent Management*

Talent Acquisition Team:

Julie Baldwin - *VP, Talent Acquisition*
Jennifer Brito - *Manager, Recruiting*
Armando Soto - *Recruiter*
Brianna Huckaby - *Recruiter*
Cynthia Sabel - *Recruiting Coordinator*
Jamie Geiss - *Recruiting Marketing Specialist*
Kayla Leandro - *Recruiter*
Leslie Lopez - *Recruiter*
Lexi Martinez - *Recruiter*
Lisa Ruble - *Sr Recruiter*
Rebecca Myers - *Sr Recruiter*
Ryan Butler - *Recruiter*
Susie Garcia - *Recruiter*
Van Rockwell - *Recruiter*

If you would like to learn more about the learning sessions mentioned in this article, please email:

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Enrichment@goodwillaz.org
MyCareerMatters@goodwillaz.org

