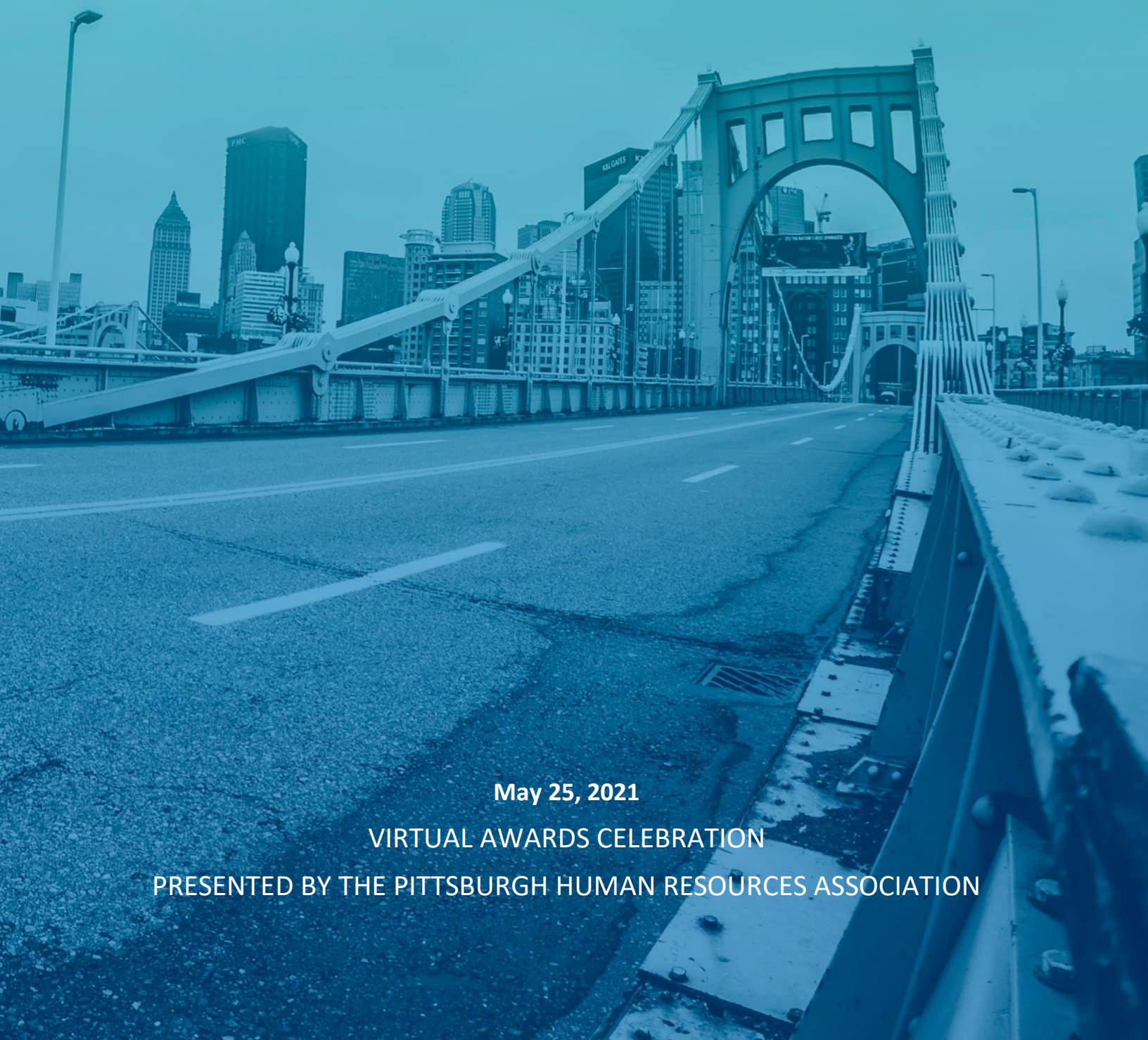




ENGAGING PITTSBURGH

INNOVATIVE | PEOPLE | PRACTICES



May 25, 2021

VIRTUAL AWARDS CELEBRATION

PRESENTED BY THE PITTSBURGH HUMAN RESOURCES ASSOCIATION



DEAR ATTENDEES,



For over two decades, the **Pittsburgh Human Resources Association (PHRA)** has recognized employees and employers from across the region who have demonstrated creativity in designing business practices. These practices have significantly contributed towards organizational and employee achievements. Whether this is your first time attending the celebration or you have experienced it in the past, it is our privilege to have you with us today. Your contribution, support, and attendance is the spirit that makes this celebration a wonderful event, year after year.

The **Engaging Pittsburgh: Innovative People Practices Awards** is an exciting opportunity to applaud achievements and successes while cultivating professional relationships. I would like to personally thank our **2021 judges** for their commitment to this initiative:

Lisa Petro, SPHR, SHRM-SCP, President
Director of Human Resources, Western PA Conservancy

Lenore Seifer, SHRM-SCP, President-Elect
Director of Personal Development, S.R. Snodgrass, P.C.

Kristine Irwin, VP, Treasurer
Senior Recruiter, Black Box Corporation

Brenda Thoma, VP, Signature Events
HR Business Partner, NTT Security

Alan Bolyard Jr., CSCP, CCP, GRP, Chair, Social Media

Shanel Divito, Director at Large
Chief Human Capital Officer, Department of Human Services

Karen Lindsey, Director at Large
Pittsburgh Mailing

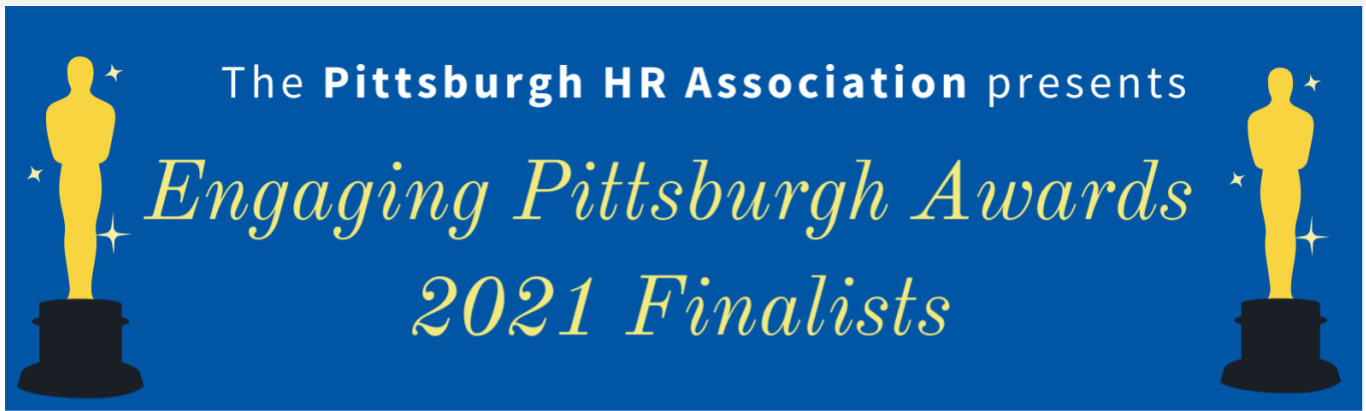
Congratulations to all of the finalists! Your hard work and dedication to your employees has brought you to this point. Enjoy the celebration!

Regards,

E. Lamping

Elizabeth Lamping, MPM
Pittsburgh Human Resources Association
Executive Director
PittsburghHRA.org





COMPANIES CELEBRATED

Arconic

Babb Inc. & Spark360

Black Box

Doubletree Pittsburgh

Greentree

Edgar Snyder & Associates

Quick Med Claims

Urban Redevelopment

Authority of Pittsburgh

Vibrant Pittsburgh

LEADERS CELEBRATED

Sonia Layne-Gartside

Executive Coach, Master
Trainer, Change Manager
DEI Consultant

Melissa Miller

EVP, Chief HR Officer
Arconic

Cheryl Paxton Hughes

Chief Operating Officer
Edgar Snyder & Associates



Companies Celebrated



Arconic launched its Grow Together initiative in 2020 to advance inclusion, diversity, and social equity by encouraging employees to take action through learning, volunteering or making a personal donation in support of the initiative. For each action taken, the Foundation pledged to grant \$25 to each of six pre-selected grantees in coordination with our six Employee Resource Groups. Leading the effort and maintaining momentum from start to finish, our CEO Tim Myers pledged to make a personal donation to each of the grantees and regularly shared his learnings with our 13,000 employees throughout the campaign. Employees recorded more than 2,200 actions in support of our mission, which resulted in the Arconic Foundation granting each of our six selected organizations \$60,000 for a total of \$360,000.



The AGC **Black Box's** Learning and Development Department recently released their Emerging Leaders Program. This program is a six-month blended learning series with a combination of assessments, virtual instructor led courses, leaders-as-teachers sessions, online courses, and group projects. This program is designed for new or current managers who are interested in building their management abilities and developing their leadership skills. We feel to be a great leader, you must be a great manager first! Prior to Emerging Leaders, the L&D department developed their Leadership Excellence course which is for current managers and leaders to perfect their skills and learn from individuals within Black Box. We will primarily discuss the Emerging Leaders program.



The **SparkPittsburgh Fit City Challenge** is a fun and friendly competition between individuals, companies and cities that promotes leadership and development, healthy lifestyle and employee engagement and growth. It is going on its 6th year and has expanded to 12 different cities across America. This platform meets individuals where they are, and creates a healthier environment for employees and companies around the country. The SparkPittsburgh Fit City Challenge encourages leaders in their cities to take an active role in community involvement. Once again, we're tracking fitness minutes so that means all types of activities count - walks with the dog, family bike rides, a yoga session, roller skating, gardening - if you're active, you're in. Join us in the fall for a fun and friendly competition to prove that Pittsburgh is the healthiest city in the country.



The **Doubletree by Hilton Hotel Pittsburgh Green Tree** is passionate about developing leaders and providing opportunities to the talent within the organization. The current Executive Team implemented a Leadership Development program focusing on "servant-leadership" and its team members' advancement, learning opportunities, and community impact. The only necessity to be part of this program is to express interest and have initiative. Associates are given the opportunities to cross-train and gain valuable experience in other areas of the industry based on their goals. Numerous leaders are success stories of this program from our Director of Guest Services to our Executive Committee members to even leaders that are now having successful sales, HR, and operations careers all over the country! In addition to gaining valuable experience in a wide-range of positions, we believe leadership is about making an impact in the communities in which we work. Therefore, we are proud to have had partnerships with organizations like Pittsburgh CARES and the Greater Pittsburgh Hotel Association, to name only a couple, where our leaders in this program are encouraged to network and get involved!



Diversity & Inclusion

Edgar Snyder & Associates began our Diversity & Inclusion strategy in July 2020. We kicked off our initiative with a diversity and inclusion survey through a third-party consulting firm to assess our culture and people practices. During multiple strategic planning sessions for 2021, we identified D&I as a core initiative and strategy that we focus on for 2021 and beyond. We launched three initiatives to support our D&I strategy:

1. Mandatory training for everyone in the firm,
2. launch a D&I Board to develop long-term goals to make ESA a more diverse and inclusive culture,
3. Launch a probono program to represent underrepresented community members with legal matters.

We also had our marketing department help us come with internal branding for our new initiative. We successfully implemented all three of these initiatives within the first quarter of 2021.



Building and rebranding an entire HR department as a new team to the organization is an incredible challenge! My team at **Quick Med Claims** not only arose to the challenge but did so in record time. Our achievements to name a few include moving all Talent Acquisition in-house and implementing an ATS, redesigned our Mentorship Program & developed an internship program, designed a “HR Ticketing System” to reduce response time and provide a tracking system to review trends to determine training needs, designed our compensation structure along with developing career pathing, implemented HR open forums and hosted Virtual Pizza Town Hall Meetings, redesigned our Benefits packages including implementing a Wellness 360 Program, revamped our team member handbook and performance reviews to better align with QMC’s values.



The Urban Redevelopment Authority of Pittsburgh

has undertaken several initiatives to better understand and address business and workforce policies and practices relative to its racial equity objectives. In 2016, the URA’s HR Department and Board members were advised to develop and guide the implementation of strategic initiatives to enhance equity, diversity and inclusion. They established an internal “Equity Working Group” to be a vehicle through which staff and Board members focus on the following:

- Creating equity principles by which URA staff and Board members abide
- Creating an Equity and Inclusion Plan – three-year plan for internal/external customers
- Promoting polices for our MWBE and community outreach programs
- Proposing policies/practices to promote equitable development and design for URA funded projects
- Implementing hiring strategies to obtain the best pool of diverse talent



Vibrant Pittsburgh is committed to making the work environments in the Pittsburgh region more equitable and inclusive. Through thought leadership, employer engagement, and research to activate the region’s progress around the adoption of best and promising practices related to DE&I, the Vibrant team demonstrates commitment to a thriving and diverse region that is welcoming to all. The Vibrant Index Initiative, a collaboration between Vibrant Pittsburgh and the Allegheny Conference on Community Development, drives diversity, equity, and inclusion across industry and sector, identifying areas of success as well as critical actions needed to improve the practices, policies, and cultures of organizations in the region. The Vibrant Index encourages companies to reflect on best practices while investigating opportunities to increase the impact of their DE&I efforts.

2021 Leaders Celebrated

Sonia Layne-Gartside

Executive Coach, Master Trainer, Change Manager, DEI Consultant



Sonia is passionate about helping leaders achieve business results. Her work focuses on improving the performance of people and the systems they work in. She is an advocate and cheerleader for people and ideas, working tirelessly to help her clients around the world create environments where people can thrive. Sonia is a believer of wellness that encompasses the whole person rather than any quick fixes that look good on the surface but falls short of addressing the root of the issue. She emphasizes her commitment to this by ensuring that leaders focus on the core problems, make wise decisions, and deliberately let go of the “way things are” and operate from “the way they could be.”

As an international Consultant, Sonia drives organizational performance through evidence-based practices. Utilizing research to find and implement proven business and people strategies. As the author of the book *Workplace Anxiety: How to Refuel and Re-Engage*, Sonia emphasizes that same approach. Her book lays out her creative and innovative approach to how readers can conquer stress, anxiety and fear of uncertainty at work, unleash their power and empower themselves mentally, physically, and emotionally to lead companies successfully and to thrive.

Melissa Miller

Executive Vice President

Chief HR Officer

Arconic

Melissa is an incredibly engaging, empathetic, and inclusive leader. She is passionate about employee advocacy as well as growing, developing, and recognizing talent in alignment with business needs. Her commitment to inclusion, diversity, equity, recognition, and creativity is extremely impactful within Arconic.

Melissa was promoted into the EVP, CHRO role when Arconic launched as a new company. She partnered with our CEO, who was also new to his role, to build a balanced and diverse leadership team. She engaged with her peers and drove Arconic to emerge as a strong, values-driven business that survived an unexpected pandemic and unprecedented market downturn. She led the HR function through the rapidly changing landscape while ensuring that our employees worldwide were safe by implementing protocols established by our pandemic team.

Melissa is open to new ideas, appreciates creativity, and values feedback. She drives a culture of transparency, trust, respect and inclusion at Arconic.



Cheryl Paxton Hughes

Chief Operating Officer

Edgar Snyder & Associates



Cheryl Paxton-Hughes is the Chief Operating Officer (COO) and Chair of the Diversity and Inclusion Board at Edgar Snyder & Associates. Prior to this role, Cheryl spent over 15 years in human resources and five years in project management and IT. She describes her role to her young son as being a “teacher” but for “people in business” and that she gives them the resources that they need to do their job and be successful. During her tenure at UPMC, she co-founded the first employee resource group focused on women in Information Technology. She has also taught a class to women who were re-entering the workforce who came from domestic abuse shelters. She is proud that many of her former direct reports are now leaders themselves. Cheryl’s leadership style is both a combination of strategic and hands-on. She is not afraid to roll up her sleeves to get things done.

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