



# Champions of Change: Metrics That Matter Supplemental Materials

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# Meaningful Metrics, Meaningfully Applied

- Tracking metrics across the whole talent lifecycle
- Extracting key data on where there are gaps
- Taking action based on that information
- Holding people accountable for change
- Everything you track should be able to lead to an intervention



# Action Planning



1. Start with an assessment



2. Set strategy and goals/targets



3. Determine priority areas for interventions



4. Take a baseline



5. Communicate internally and externally

# Meaningful Metrics Template

**The Goal:** X% (target)

**The Data:** X number

**The Metric:** X%

**The Analysis:** What can we do to impact this metric?

**The Intervention:** Action(s) to be taken

**The Iteration:** Continuous monitoring of interventions as needed



# Putting Metrics Into Place: Recruiting Example

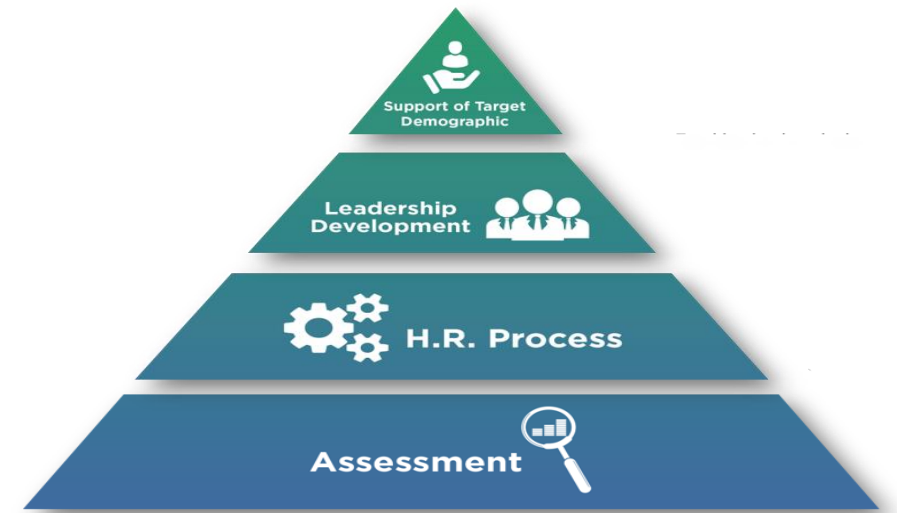
**The Goal:** 50% women applicants

**The Data:** 30 women and 50 men applied

**The Metric:** 38% women applicants

**The Intervention:** Post jobs with female friendly language at women's professional associations. Use female-focused executive recruiters.

**The Iteration:** Continuous monitoring/interventions as needed



# Putting Metrics Into Place: Retaining Example

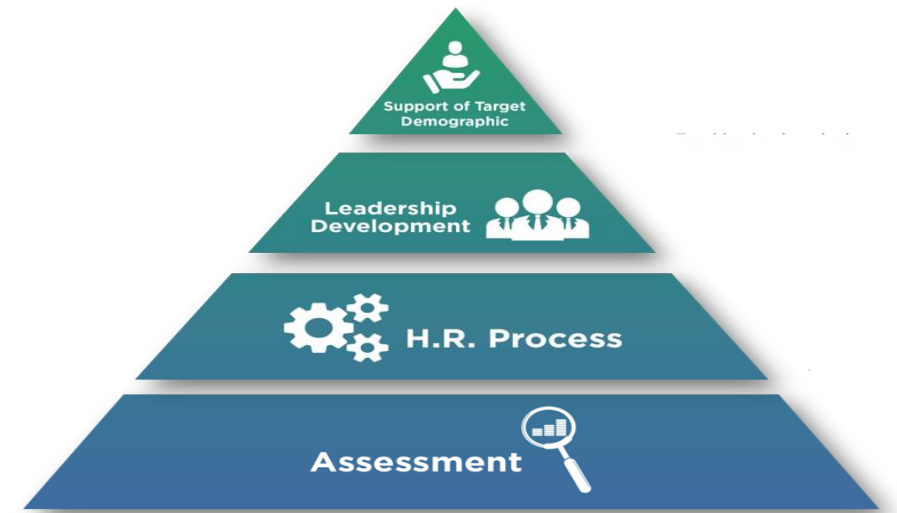
**The Goal:** Retain 90% of women for 2+ years

**The Data:** 100 women in the org, 80 stayed 2+ years

**The Metric:** 80% of women retained past 2 years

**The Intervention:** Examine exit interview data for insights. Promote visibility of flex work options. Examine and address gender pay gap as needed.

**The Iteration:** Track survey data. Continuous monitoring of interventions as needed.



# Putting Metrics Into Place: Advancement Example

**The Goal:** + 5% women at executive level

**The Data:** 10 of 25 executives are women

**The Metric:** 40% women at executive level currently

**The Intervention:** Ensure KPIs are consistent for all and ensure advancement is based on objective performance criteria that is clear to all.

**The Iteration:** Continuous monitoring of interventions as needed



# Additional Resources



FREE MINI-ASSESSMENT



OUR BROCHURE



GENDER PARITY QUIZ



# **Thank you**

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