

# Speaker Profile

**CLAIR KIM**

Principal Consultant @ Allennials at Work



msn **Forbes**

BUSINESS  
INSIDER

**THE HUFFPOST**

## BIOGRAPHY

Clair is the principal consultant / founder of Allennials at Work, DE+I consultancy that helps high-growth enterprises create an inclusive culture that fosters profitable and diverse teams.

A thought leader who has worked with 250+ organizations of various sizes, she's shared stages alongside Fortune 1000 executives, NYT best-selling authors, and even orchestras.

She brings a combination of no-fluff business strategies, relatable examples, and high energy that comes from years as a partner live-streamer for Periscope and BIGO technologies.

In the process, her insights have been featured on Forbes, Today Show, MSN, Business Insider, Huffington Post, and more.

Learn more at [allennialsatwork.com](http://allennialsatwork.com).

Clair is great. She understands the why behind things. I even binge-watched all her previous trainings! Her magic will take you away.

- **Onyinye W, Operations Manager**

"Loved Clair's training on employees who may quit. She's a natural trainer. She should be doing television... Nice work!"

- **Chris M, Chief Executive Officer**

"Most training content I come across are either something we know already, or mediocre at this point. I know with Clair, it'll be something new and fun."

- **Ivlyn V, Marketing Director**



# Demystifying the Digital Generations

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Remember that time where your millennial employee came up to you and handed you a resignation letter? You probably didn't see it coming.

Millennials (born 1982 to 1996) and gen Z (1996 and onwards) are generations of digital natives that are shaking up the status quo in the workforce. But much like how unpredictable our lives can be, understanding these digital generations can be difficult for leaders.

This program will equip you with actionable strategies to help demystify your employees of digital generations so that your organization can continue to retain and engage your younger employees.

## **Expected Takeaways:**

- What these digital generations are and why they think the way they do
- The differing expectations of these digital generations and how it affects your organization's talent attraction, retention, and engagement strategies
- Top reasons why teams are unable to develop a strong intergenerational understanding, and how to turn that around for improved communication and innovation

## **These Takeaways Could Inspire Improvements that Can:**

- Reducing unexpected turnover
- Increase the productivity by up to 21%
- Improve communications between employees





# Empowering Your Early-Mid Level Professionals

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We're on the right direction! Minority representation on boards is continuing to climb (Alliance for Board Diversity, 2021). Yet, equity-deserving groups are still under-represented in leadership positions.

Whether it's misconstrued dedication to work, a pressure for cultural fit, or a continuous pressure to outperform their non-minority peers just to keep their jobs, there are countless hurdles that deter diverse talents from leadership roles. So how can we continue bringing minority leaders into leadership roles while decreasing disparities?

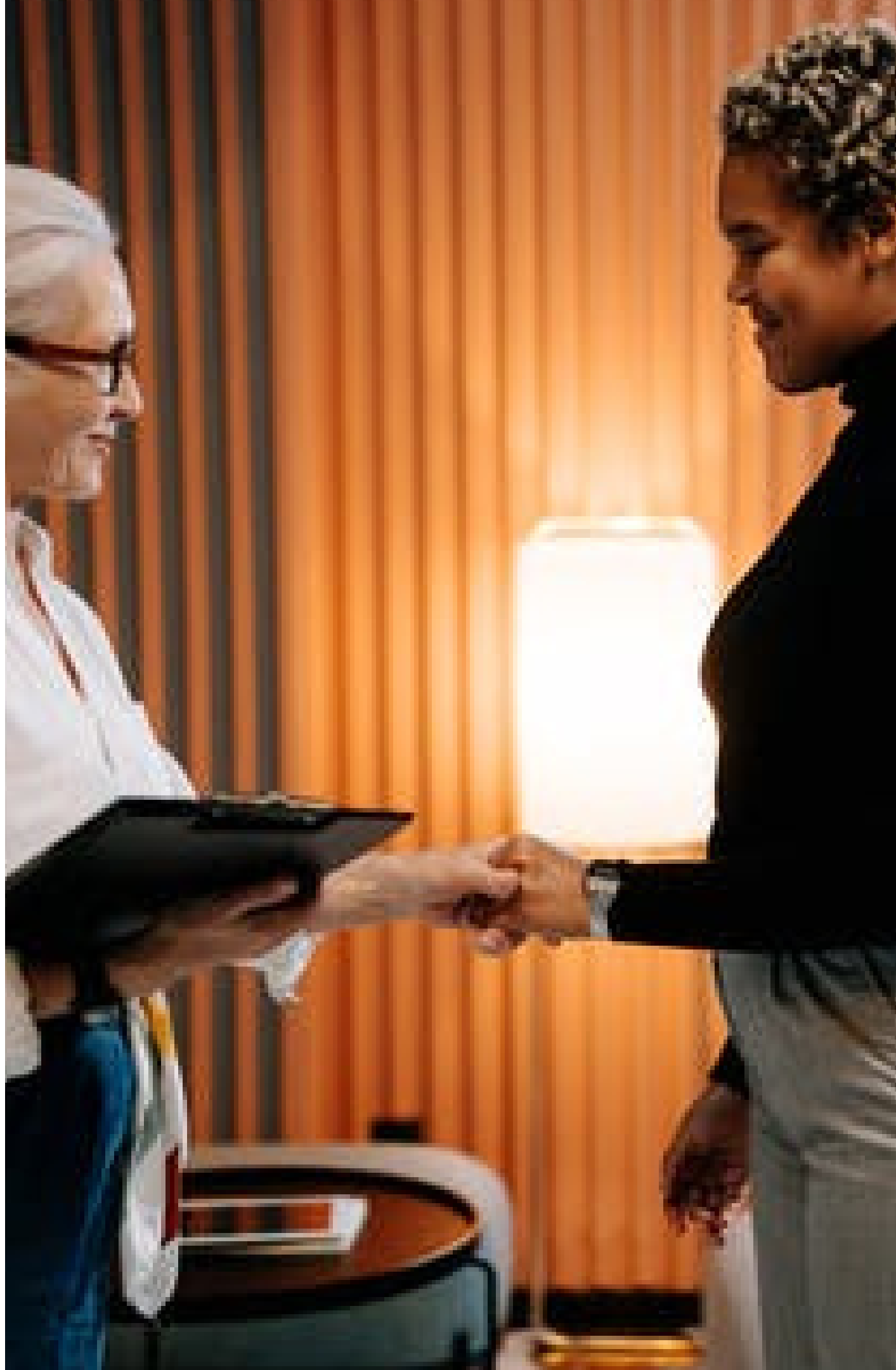
This program will dive into the challenges faced by under-represented talents in their journey to leadership positions and how to start addressing them, so that your organization can continue promoting equitable representation in the workplace.

## **Expected Takeaways:**

- Where traditional leadership development programs fall short when developing talents of under-represented backgrounds
- Challenges faced by talents of under-represented backgrounds (and how it impacts the workplace)
- The 5-stage roadmap that keeps your team on track with your organization's objectives around equitable representation within senior leadership

## **These Takeaways Could Inspire Improvements that Can:**

- Improve employee retention and engagement
- Improve representation in your boardrooms
- Maximize your talent acquisition efforts by promoting within



# Recruiting for Diverse Talents

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It has been shown that diverse teams are more innovative, productive and successful than homogeneous teams. This is because they have access to a broader range of perspectives, ideas and skills. The start to building diverse teams is through recruiting and sourcing.

The competition for talents is higher than ever. Candidates' expectations are changing. The old ways of recruitment aren't working like it used to. So how can your organization start more effectively recruiting and sourcing for diverse talents?

This program will help your organization better understand the changing landscapes of recruitment and sourcing, and how to apply that in bringing talents of diverse backgrounds

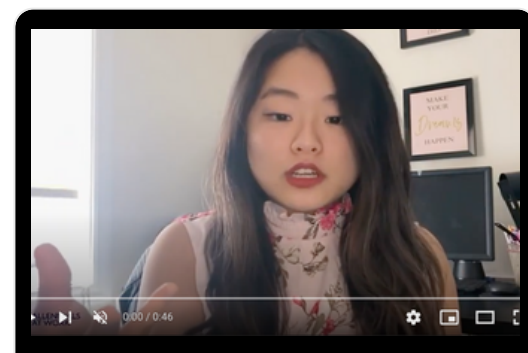
## **Expected Takeaways:**

- Why the old approach to recruitment is starting to become ineffective
- The root causes as to why the most qualified candidates drop off of the recruitment process
- The areas within the recruitment process that filters away the diverse talents with strongest potential to succeed (+ what to do to start addressing them)

## **These Takeaways Could Inspire Improvements that Can:**

- Encourage more innovation in the workplace
- Improve the quality of hire
- Decreased cost of vacancy

## Past Speaking Clips



[linkedin.com/in/clairk](https://www.linkedin.com/in/clairk)



[muckrack.com/clairk11](https://muckrack.com/clairk11)



[clair@allennialsatwork.com](mailto:clair@allennialsatwork.com)