

# Chas Fields

MSHRM, SHRM PMQ, Podcast Host



HCM Advisory Group



- Sr. Partner, HCM Advisory Group
- Speaker, Consultant, Advisor
- Change Management Practitioner
- Mentor and Servant Leader
- Avid Golfer



@ChasFields



@ChuckFlays



HR Daily Advisor



***Never*** have we faced such opportunity to improve and positively impact the lives of so many people.



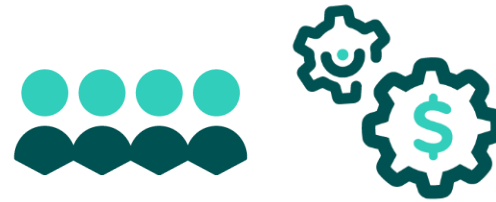
# Define your Strategy



# Define your Strategy



Diversity  
Equity  
Inclusion  
Belonging



Job Leveling



Pay Grades

**What do Employees  
Expect from Employers?**

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**What do Employers  
Expect from Employees?**

# Let's Make It Official!



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