

Greene and Associates, Inc.

It's All About Your Future!
A Career Partners International Firm



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AUSTIN



Grace and Grit When Offboarding Employees: The C- Suite Responsibility

[Register Here!](#)

Event Details

June 3, 2021
9:00 a.m.-10:30 a.m. (cst)

The idea of an organization making a great first impression, setting the stage for the entirety of a prospective employee's tenure, is critically important. But what if the impact an organization makes when an employee departs was just as powerful?

A Harvard Business Review article recently stated, "Organizations spend a great deal of time and resources bringing new hires aboard and retaining employees, but very little effort and few resources go toward offboarding". Offboarding is the last opportunity for your organization to show employees value. Offboarded employees can be our best advertisement or our greatest detractors. How they perceive your company, especially in their final days, will be shared with friends, family and even strangers on the internet. In addition, the manner in which an organization treats exiting workers is watched by other employees.

In this Executive Leadership Forum, we will hear from companies who "did it right" – honoring and supporting those being offboarded, while living up to their corporate values. We will discuss the planning process, how offboarding is more than just compliance, risk mitigation and implementing exits in a manner that results in people looking back at their tenure with positive feelings rather than devastation. Additionally, we will explore what C-Suite leaders should do a year before they exit their position in order to leave the company and culture strong and moving forward.

Non-Profit Organization

E4 Youth is a 501-C3 non-profit located in Austin, Texas. We believe that creative youth, particularly those from underserved communities are a drastically underutilized resource and as a result, we work with partners to invest cultural capital into these communities and deliver collective impact. At E4 Youth, our team uses the arts, sciences, and technology to help youth of color find and pursue pathways to successful careers in the creative economy through hands-on training, active mentorship, and exposure to real world opportunities.



www.e4youth.org

Panel Presenters

Amy Hartman, MPA, BA

Human Investments

Credit Human, A Federal Credit Union



Credit Human envisions communities free from financial stress; our team members enact Credit Human's Mission to help people create and maintain financial slack. Amy Hartman serves 800 Credit Human team members and Managers, shaping Credit Human's employment value proposition and actualizing Credit Human's learning and developmental framework. Throughout Amy's career at Credit Human, she has collaborated and partnered with the C-Suite to initiate and implement culture shaping that impacts each associate's onboarding to their off boarding while integrating the organizations core values.

Amy's vocational journey over the past 30 years is rooted in building community: organizing people towards civic engagement, enabling access to medical care and basic needs for people who are homeless, leading nonprofit organizations, creating access to affordable housing, managing, and developing people and organizations. Her leadership focus is to engage people in growing self-awareness, claiming shared values, defining problems, finding root cause, identifying strengths, and working collaboratively to build systems that bring solutions to life.

Amy's partner, family and friends, her faith, learning, hiking, folk dancing, hospitality, acoustic music, and finding her developmental blind spots – this is what keeps life worth living for Amy.

[Learn More About Credit Human](#)

John F. Barnes IV, MBA, SPHR

Vice President of Human Resources and Learning

BioBridge Global



John Barnes is the Vice President of Human Resources and Learning, BioBridge Global in San Antonio, Texas. Prior to his work with BioBridge Global, he held senior management positions in operations and human resources at several firms including Texas Biomedical Research Institute, Accenture and ILEX Oncology, Inc., a publicly held cancer drug development company until its acquisition in 2004. He is also a software designer and developer. In the course of his work, he has filed two software application patents. John is a member of several professional organizations and academic honor societies and has held numerous volunteer leadership positions with national and local organizations. Throughout his career he has partnered with the C-Suite in a variety of offboarding initiatives.

John earned an Associate of Arts degree from New Mexico Military Institute, a Bachelor of Business Administration degree from New Mexico State University, and a Master of Business Administration degree from Our Lady of the Lake University in San Antonio.

[Learn More About BioBridge Global](#)

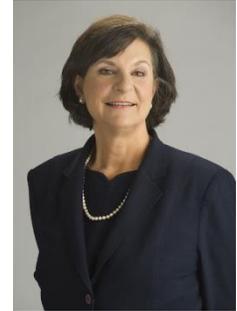
Co - Facilitators Barbara A.F. Greene and Phil Walker - CPI Partners

Barbara A. F. Greene

CEO and Founder

Greene and Associates, Inc, A Career Partners International Firm

Barbara A. F. Greene is the Founder and CEO of Greene and Associates, Inc. She leads the company as the team partners with organizations globally as an equity partner in Career Partners International. Organizations engage Barbara and her team in providing executive coaching, leadership development, corporate mentoring, and career transition and management services. Barbara earned a master's degree, is an International Coach Federation Master Certified Coach, and a Marshall Goldsmith Stakeholder Centered Certified Coach.



She is involved in the community. Being selected to serve on the LSA 300 Steering Committee was a huge honor in the tricentennial year for San Antonio. She has been involved in the Texas Diversity Council, Association of Talent Development, CFO Forum, THRU Project, International Coaching Federation, San Antonio Lighthouse for the Blind and Visually Impaired, City Year, United Way Master Leadership Program, BioMed SA and San Antonio Council for International Visitors. Barbara has hosted people from around the globe in her home. At any one time, her guests represented 14 different countries.

[Learn More About Greene and Associates, Inc.](#)

Phil Walker

Managing Partner

Career Partners International - Austin

Phil Walker is the Managing Partner for Career Partners International - Austin, a global human capital management strategy firm. He leads a team of talent experts that enable their corporate clients to drive sustainable business results by effectively aligning their people strategies to their current and future needs. Phil has worked and consulted for a number of major corporations including Xerox, Steelcase, Haworth, and Right Management. As a successful entrepreneur, Phil has started and been Managing Principal for the Walker Group, Alliance Capital Group and W2 Group. He has established businesses to help small and mid-sized organizations achieve their business objectives by providing market and business development consulting services that translate strategic plans into measurable tactical initiatives.



[Learn More About CPI Austin](#)