STRATEGIC TALENT MANAGEMENT GUIDING PRINCIPLES

The Foundation’s talent management strategy is based on a shared vision for the future of the organization, articulated through the Foundation’s strategic plan that calls for the OSUF to become a top quartile public research university fundraising program over the next decade.

The trustees and management of the OSU Foundation recognize that hiring, developing, and retaining top performers is the most important step we can take as an organization to assure sustainable performance at high levels. To this end, the Foundation has created a comprehensive and integrated set of principles and activities to ensure that the organization attracts, retains, motivates and develops the talent needed now and in the future to enable achievement of the goals of our strategic plan.

Key elements of this strategy include:

- Establishing the Foundation as a “best place to work” for top professionals in our field
  - We hire to this goal, competing for top professionals
  - We develop our team members in a way that is consistent with this goal, providing a rich, inclusive environment for professional development
  - We promote according to this goal
- Recognizing our employees will be attractive candidates for other organizations, we proactively encourage promotional opportunities and develop retention strategies as needed

We support a compensation philosophy that is consistent with the goal of attracting and retaining top professionals. This includes a commitment to the following:

- Salaries between the 50th and 75th percentile depending on experience and performance
- Liberal use of incentive compensation (within CASE guidelines) to encourage and reward excellent performance
- Targeted retention plans for high performers in strategic positions

We seek to inspire outstanding performance by each employee by providing a clear picture of what success looks like, both for the organization and the employee. This includes:
• Fostering a climate of open and frequent communication
• Engaging employees in the planning process.
• Measuring progress against objectives through metrics and clearly established goals.
• Rewarding performance
• Providing to employees the opportunity to create a career development plan and be mentored on that plan
• Opportunity to pursue degree programs at OSU

We recognize that achievement is more important than spending long hours on the job and, to this end, we foster a climate of health and life balance.

We “walk the talk” by actively seeking employee feedback on how well we are doing with our goal of creating a “best place to work” environment through a biannual survey and other less formal methods of communication.