

Boss & Hunky: The Adventures of an Out-of-Work Gargoyle.©

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A Little Bit About Me...

- Over 32 Years in HR
- Currently the CHRAO in non-profit medical education
- Side hustle is consulting; The HR Goddess
- Undergrad degree in theatre
- Grad degree in organization leadership
- Past President, CCHRA



An Idea Was Born...

- Doesn't that building just beg to have gargoyles?
- What do gargoyles do if they lose their jobs?
- Legacy Resorts, formerly the Brigantine Inn, circa 1927



The Gargoyles

Boss



Hunky Punk



Subtext



What in the What?

Where is this going?

- A play?
- A children's book?
- A business book?

What does the hiring manager want?

- A full-timer
- A part-timer
- Someone creative & analytical?
- Team player that works well on their own?
- A 21-year-old with 10 years experience?

The Thrill of the Hunt

Artist

1. Family issue
2. Could not capture my vision
3. Too busy
4. Perfect



Candidate

1. “Unexpected life circumstance”
2. Doesn’t meet expectations
3. Offer push off
4. Ideal candidate

Alumni Networks

High
School

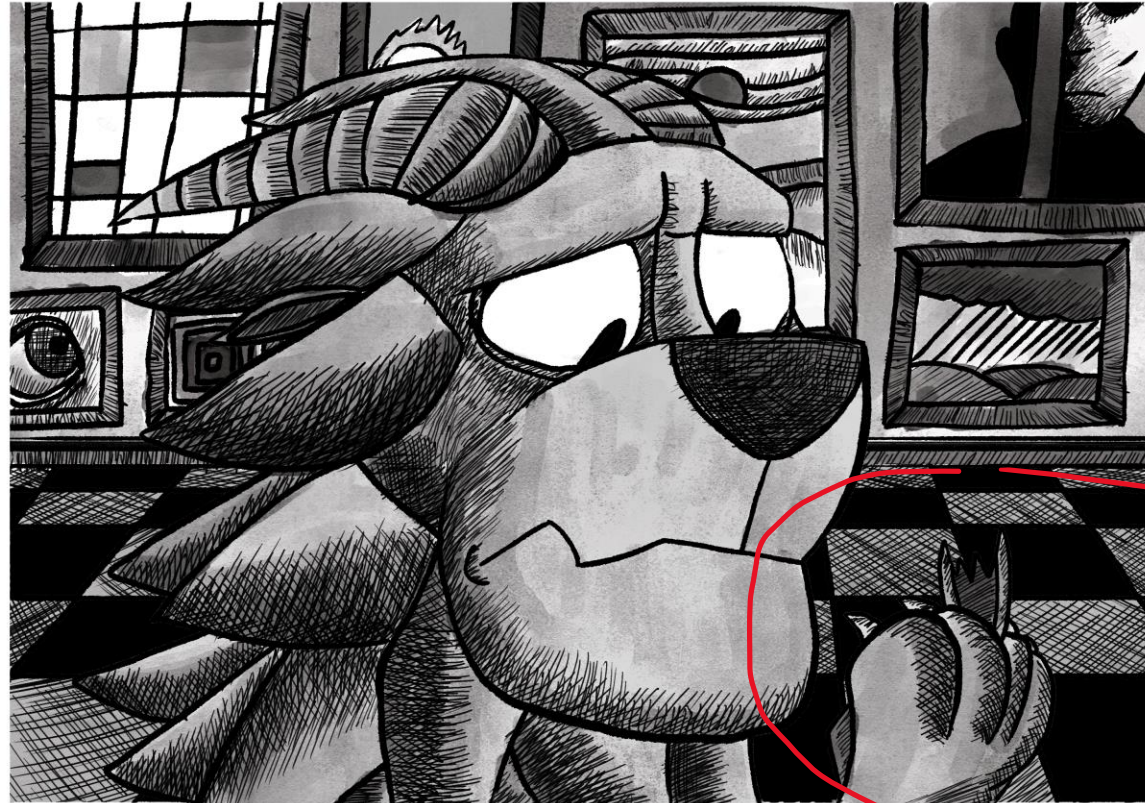
Vocational
School

Trade
School

College

University

Watch Out for the Toenail



Recruitment Ads

- Have a non-HR person proof
- Be genuine
- Choose the right words
- Be inclusive in your language
- Not a one-size-fits-all
- Write ad in second person





The Search for Work

Disabilities – The Untapped Talent Pool

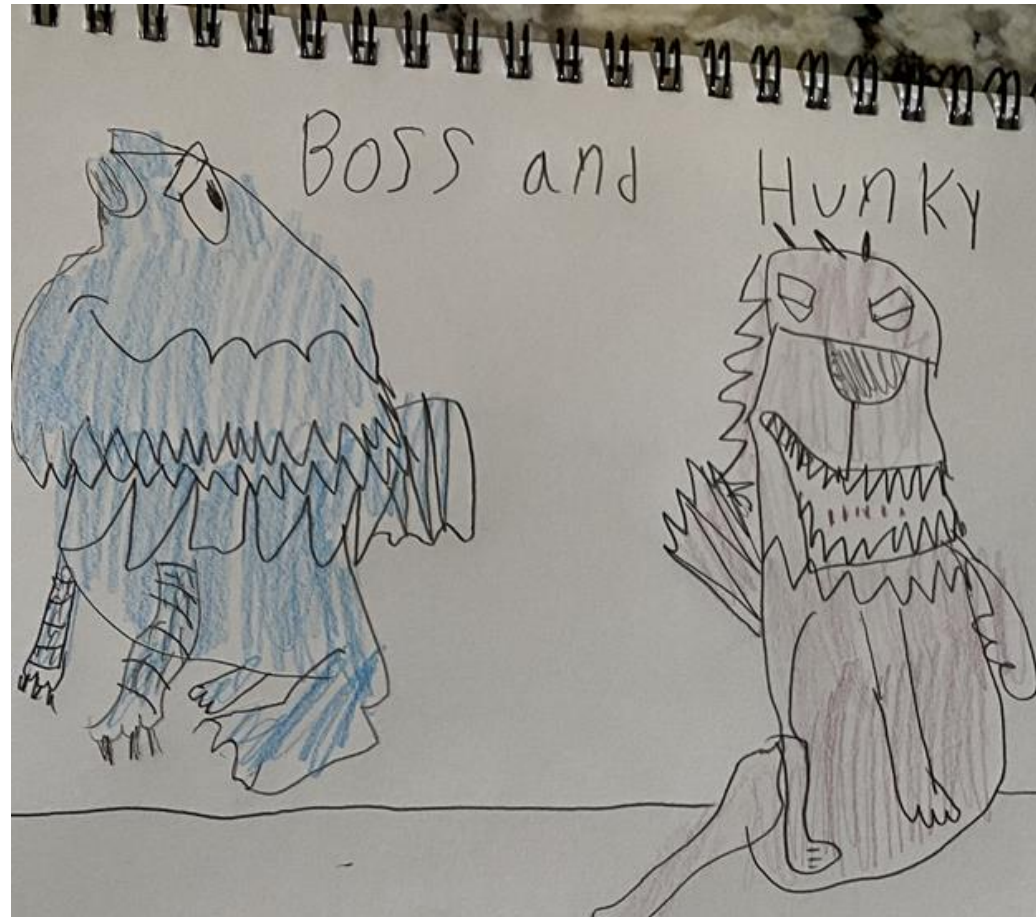
- Nearly 1 in 4 people have a disability in the US
 - 1 in 7 households have an individual who identifies with a disability
 - 61 million people in America have disabilities
 - People with disabilities are still **twice** as likely to be unemployed as those without disabilities
 - Employment discrimination remains one of the top issues for the hard of hearing and deaf community
- (As some of you know from reading the book, Boss would fall into that category)

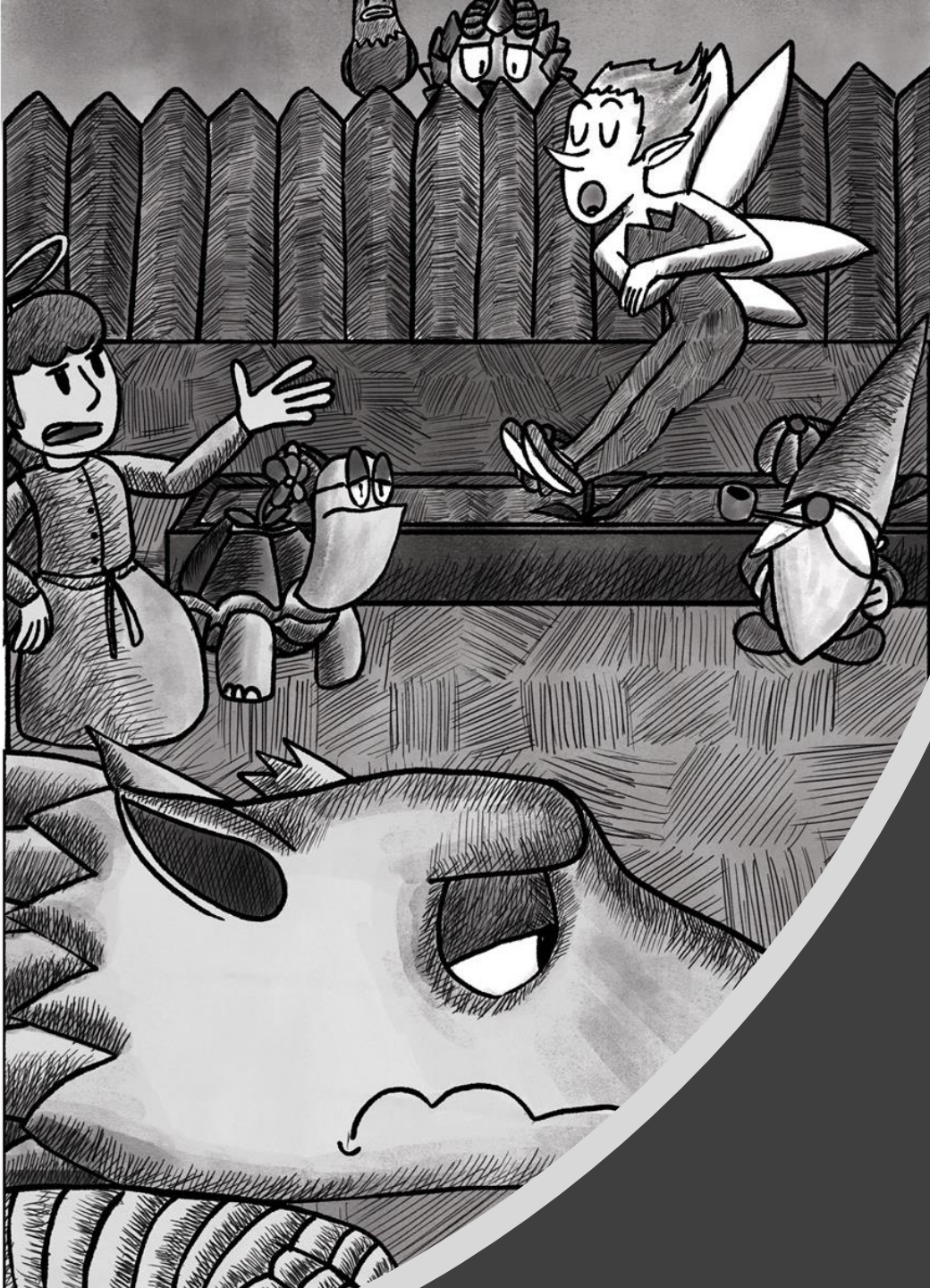
Key Takeaways

- Remember **Alumni** networks. High schools and trade schools too. Not everyone goes to college. Let's not forget about them
- Remember individuals with **disabilities** or caretakers of people with disabilities is still a largely untapped talent pool
- Think about the words you chose and how you write your employment **ads**



Questions So
Far?





Breakout Rooms!

- #1 - Gnome
- #2 - Fairy
- #3 - Turtle
- #4 - Angel

Gnome, Fairy, Turtle, Angel

Think of a time you had a personality in the workplace like the Character in your breakout room

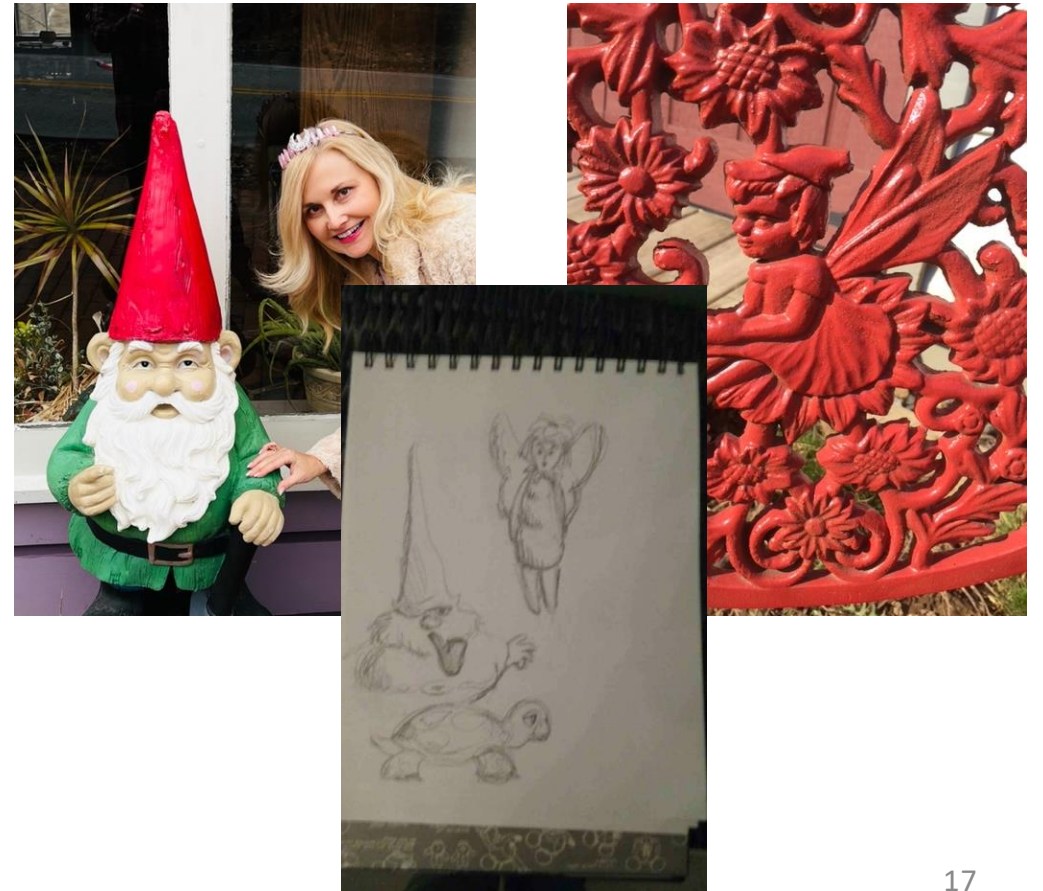
- How did you deal with it?
- Specific example
- How did it turn out?
- It does not need to be a success story!

- 10 minutes
- Chose a presenter
- One lesson to learn
- Story cannot end with "So they were fired!"

Lessons to Learn!

- Breakout Room #1 Gnome
- Breakout Room #2 Fairy
- Breakout Room #3 Turtle
- Breakout Room #4 Angel

- Inspiration for characters:



Questions?



Thank You



- Half-day training programs
- Consulting Services
- Book discounts available in bulk
 - Book Clubs
 - Fund Raisers
 - Staff Training
 - Young Readers

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References

- Smith, A. (Summer, 2020). The ADA at 30. *HR Magazine*, 65(2),48-57
- <https://www.easterseals.com>
- Mower, A. (September, 2021). *Boss and Hunky: The Adventures of an Out-of-Work Gargoyle*.