

Hello! I'm Jenna Renee Shellman (she/her)

I'm a DEI Specialist, Executive Coach, and Public Speaker with over 20 years of experience in the workforce. As a woman of color, I've had to navigate through the social biases of my marginalized identities in both my personal and professional life. Showing up "authentically me" as a biracial Black woman has AND continues to present challenges. I often speak upon my experiences to help my clients build perspective and awareness.

I'm passionate about guiding leaders and organizations to become aware of their own biases and to help them transform into a culture that is equitable and accepting of all social identities. I believe that with the investment of people, time, and resources, my clients are able to make sustainable change.

My approach to coaching and consulting is to lead with empathy by meeting my clients where they are *ready to go*. I don't believe in guilting or shaming folks, but instead, I tailor my approach around *accountability.* I have a Master's Degree in Elementary Education and a Bachelor's of Science in Psychology. My career began as a public school teacher. I then transitioned into recruiting, sales, and corporate management. Still to this day, I will forever view myself as a teacher first.

Navigating the Recruiting Process: Tips for Candidates and Hiring Managers to Succeed in 2022

The impacts from the global pandemic and systemic racial injustice have caused a massive shift in our beliefs, thoughts, and actions. Many of us have left our jobs due to rampant stress and personal trauma in the workplace. However, *The Great Resignation* has also led us to what is next in our career; better opportunities for us to thrive. In 2022, it's a candidate driven market; those of us seeking employment with strong skillsets have the upper hand. So as a candidate, how can we best showcase our expertise, skills, and talents? And most importantly, how can we show up proudly? For hiring managers, it's time to pivot the ways that we are accustomed to sourcing and interviewing candidates in order to secure a strong and talented workforce. Using inclusive language, standardized hiring practices, being mindfull, and avoiding unconscious bias are just a few. Join me on 2/11/ for a 40-minute conversation to learn how to succeed in the recruiting process in 2022.

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