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I nterfaith I nclusion M anagement

Building Rock Canyon's Faith ERG to Last

Provo, Utah

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Contents

01

Key
Challenges

02

Foundational
Pillars

03

Solution
Proposal

04

ROI

05

Timeline

06

Objectives
Accomplished

Key Challenges

Executive
Sponsors

Single Stakeholder
Focus

Metrics

Regional
Approach

Average
Tenure

Foundational Pillars

Systematize Interfaith (ERG)

Identify criteria to measures success
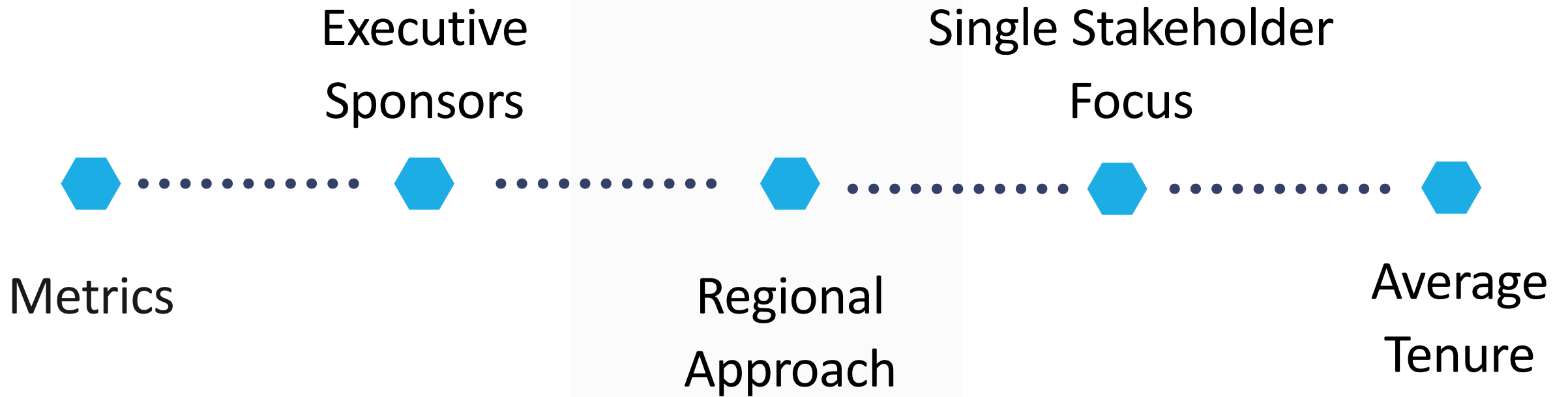
Highlight added value to win stakeholders
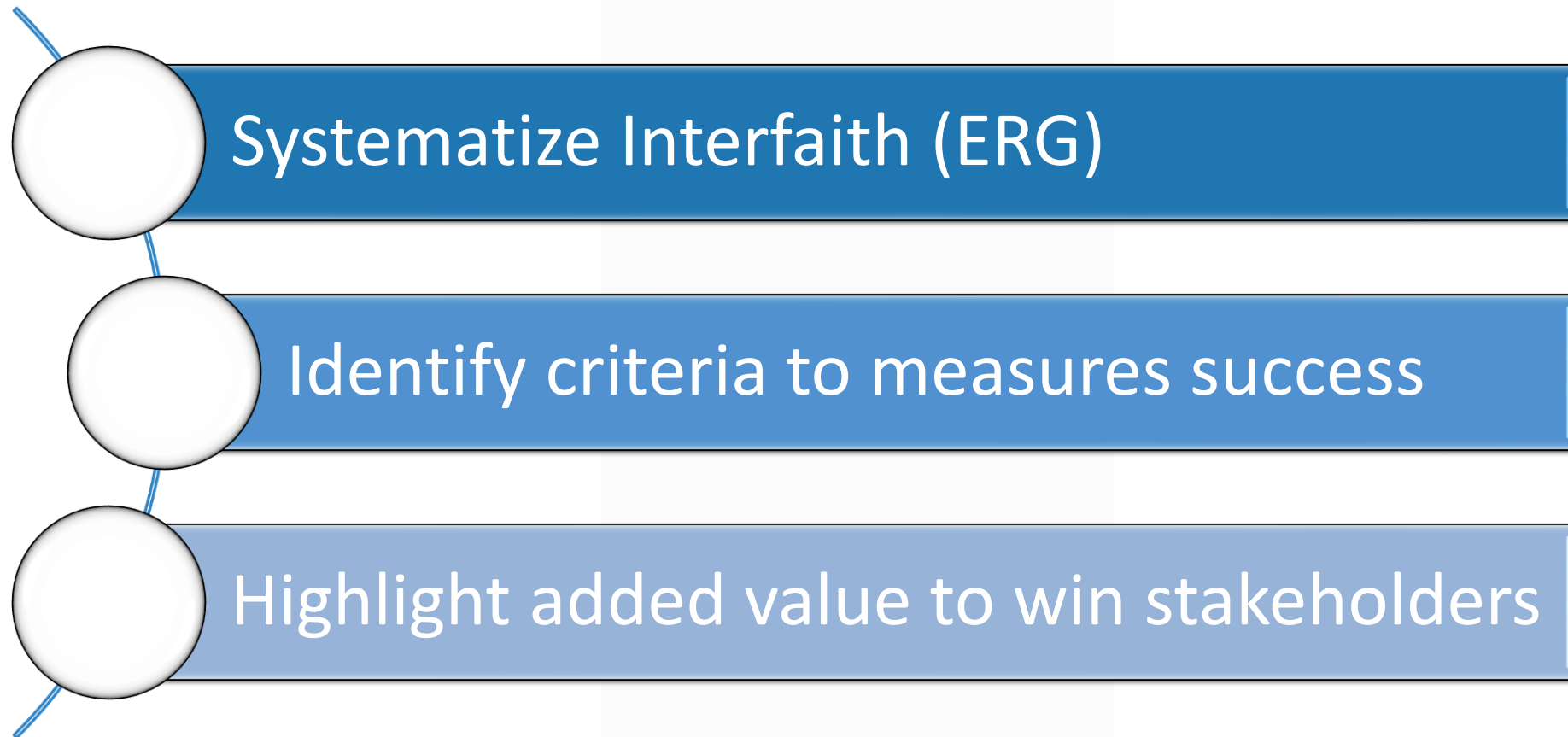
Solution: **I**nterfaith **I**nclusion **M**anagement

Pathway Management

- Technological solution

- Based on CRM* Software

- Extension to existing ERP System

- Transparency, Rules

- Mobile App

Inclusion Management

- Interpersonal solution

- Active approach of Faith ERG

- Culture of Faith, Trust & Inclusion

- Awareness & Visibility among the Organization
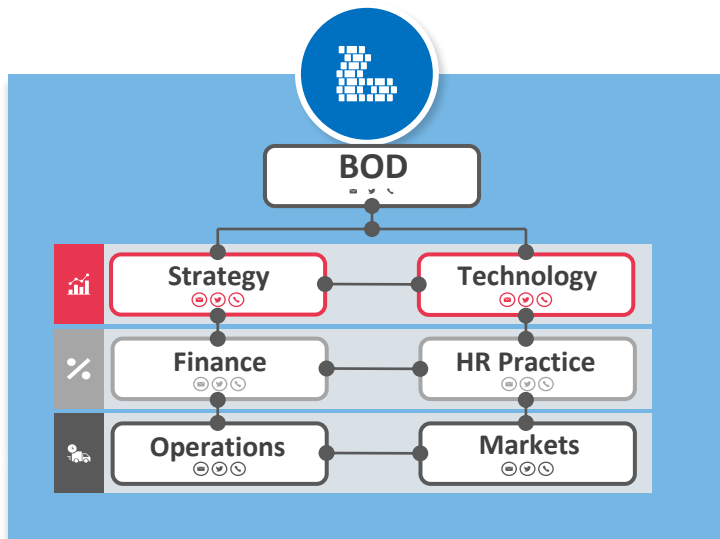
- Multiple Stakeholder Approach

CRM = Customer Relationship Management
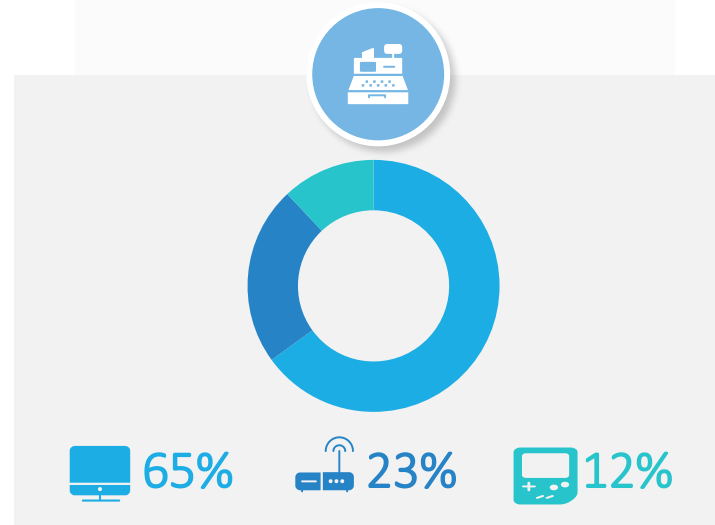ERP = Enterprise Resource Planning

Pathway Management

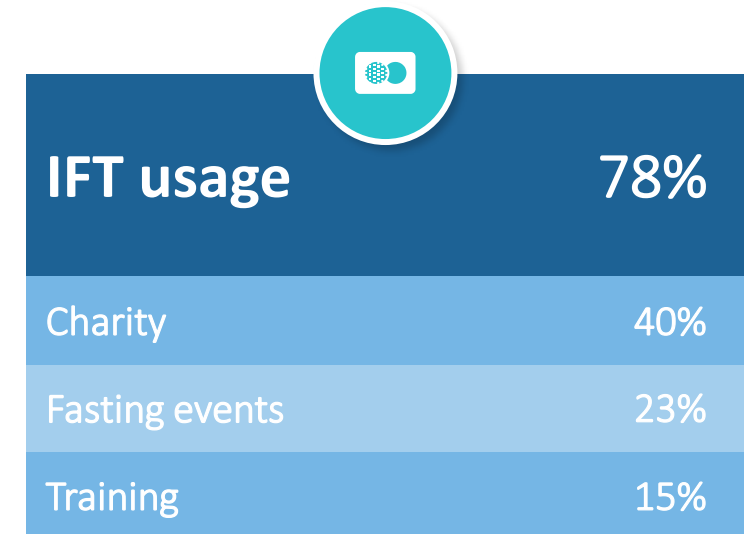- Software

- 6 Modules

- Tracks Data

- Creates Transparency

Engagement

Organizational Structure

Communication platform

Belief Resources

Interfaith Time (IFT)

"Food for thought"

Dashboard

Organizational Structure

BOD

	Strategy	Technology
	Finance	HR Practice
	Operations	Markets

Engagement

65%   23%   12%

Interfaith Time

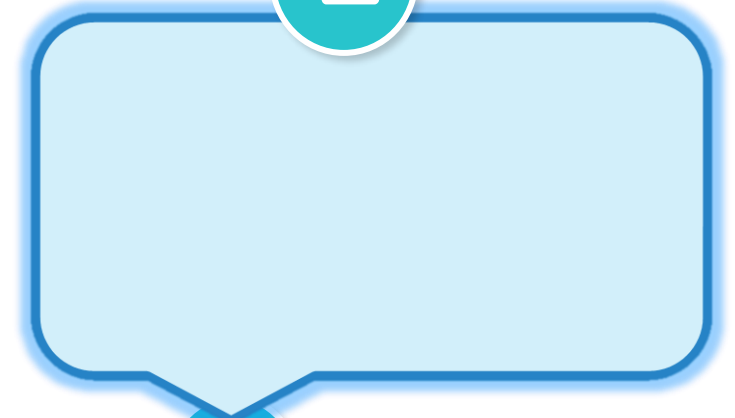| IFT usage	78%
Charity	40%
Fasting events	23%
Training	15%

Dashboard

Belief Resources

"Food for thought"

Communication

Inclusion Management

- Active Faith ERG approach through inclusive activities:

  a) Interfaith Time (IFT) – 40h p.a./per employee

     - Charity work
     - Religious events
     - Cultural education/training

  b) Prayer Rooms

  c) 1x per month faith-related activity (fast, sporting events, cooking recipes)

  d) Food/drink options available through organization

Return On Investment

RETENTION & LONGEVITY

- Employee replacement costs

- Building a culture

- Overcome the average

HIRING

- Demographics

- Employees do the recruiting

- Employees should be a mirror image of customers

Pricing Power

- People First
- Competitive Advantage
- Flip the Trend

Timeline

3 MONTHS

- Executive leadership
- Workshops
- Organizational changes

6-12 MONTHS

- Minimum Viable Product
- Employee feedback
- Training

12-24 MONTHS

- Official implementation
- ERG development concurrent
- Mobile App rollout

Objectives Accomplished

- To systematize Interfaith & make it sustainable
  - Interfaith Inclusion Management

- To measure success of faith & believe at work
  - Retention Rate, Longevity, Growth (revenue/new projects)

- To convince key stakeholders
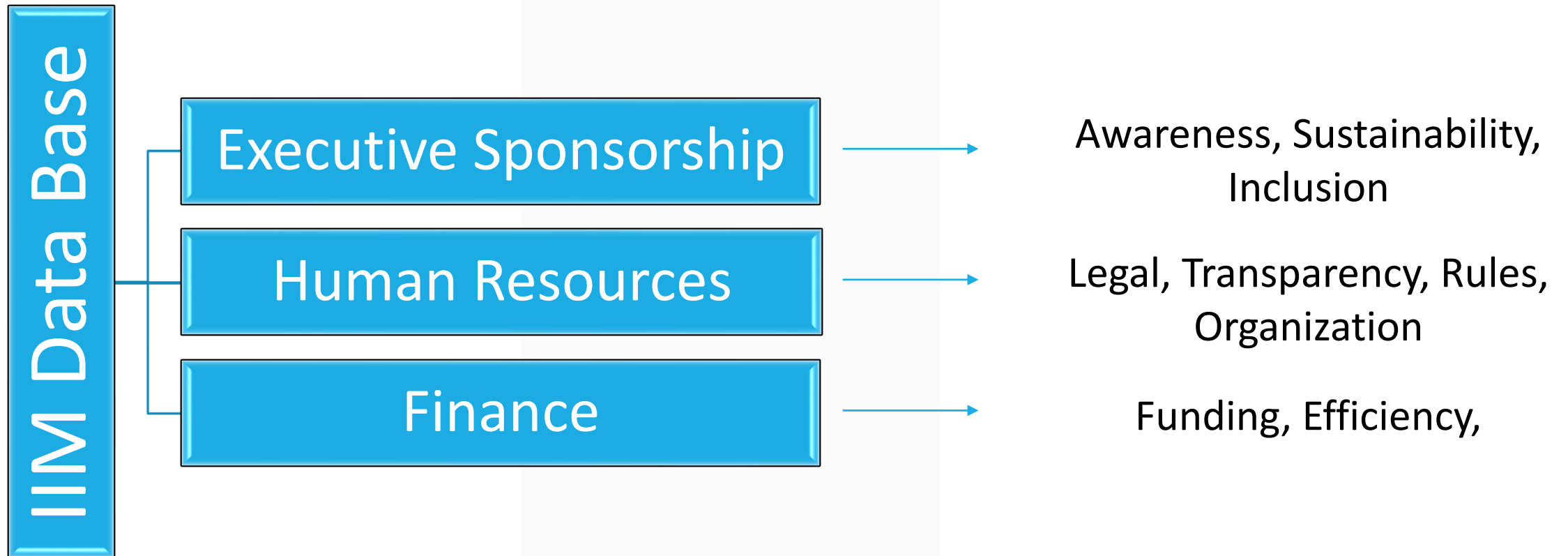 - Pricing Power & Unique Industry Standing

BACK-UP

IIM Investment

- Estimated Cost of Investment (per region): $150.000 USD

- Annual Maintenance Cost (per region): $15.000 USD

- Implementation time: 2 years to fully roll-out

- Funding source for investment: Headquarters

- Annual Budget per region depending on Engagement

Key Takeaway

- Holistic interface system that includes every employee of any religion, race, background, color or culture.

- Promotes inclusive Leadership through systematic & transparent processes.

- Pathways sustainable community impact.

Summary: Interfaith Inclusion Management

IIM Data Base		
	Executive Sponsorship →	Awareness, Sustainability, Inclusion
	Human Resources →	Legal, Transparency, Rules, Organization
	Finance →	Funding, Efficiency,

Earnings

Improved people retention

Higher productivity

Centralized information

Streamlined communication

References

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  https://www.census.gov/newsroom/press-releases/2022/population-estimates-characteristics.html

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  https://www.census.gov/content/dam/Census/library/publications/2020/demo/p25-1144.pdf

- This Fixable Problem Costs U.S. Businesses $1 Trillion
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Interfaith Inclusion Management