



Building Leaders For Your Firm's Future

One Talent Strategy

2 Outcomes

- Retain your talent
- Lead into productivity



Why does this matter now?



Lifeworks article

- When surveyed, 76% of employees who don't feel valued at work are seeking other job opportunities



Careerbuilder.com

- Money is not the problem. In fact, only 12% of employees actually leave their job because they want more money.



Hayes.com

- 71% of employees would accept a pay cut, just to get a better job.



Gallup

- Engaged employees are 59% less likely to seek out a new job or career in the next 12 months.



BusinessSolver

- 92% of employees said that they would be more likely to stay with their job, if their bosses would show more empathy.



Hayes.com

- In a survey of 2,000 employees, almost half said they *ARE* looking for a new job, and corporate culture was the main reason.



Consider this....



The 4 Things:

1. A LEADER I can follow
2. A VISION I can believe in
3. A CAREER PATH I can see
4. A CULTURE I can thrive in



#1 - A LEADER I can follow

- Understands Support and Challenge
- Resolves Conflicts Well
- Strives for MY good
- Good Communicator
- SELF AWARE



#2 - A VISION I can believe in

- Clearly stated vision
- Passion to work for something to help others
- High Ethics
- Personal Connection to the vision



#3 - A CAREER PATH I can see



A career path I can see: Training and Development

- How can we come alongside you?
- What do you feel like you need to learn?
- Training for every budget
- The key is “WE ARE INVESTING IN YOU!”



A career path I can see: Career Progression/Promotion

- Don't keep employees in the same job too long
- Create promotion opportunities
- Make their job progressively interesting if you can't promote
- Show them that “THERE IS A PLAN IN OUR COMPANY FOR YOU IN THE FUTURE”



A career path I can see: Job Security

- Are you making a job with you seem secure?
- What layoffs have done
- What firing people too quickly does
- What over hiring and then firing does
- Key is “I AM SECURE HERE IF I DO A GOOD JOB”



A career path I can see: Salary and Benefits

- This is reason #6 why people leave
- Pay Market rate!
- Benefits matter to 70% of workforce
- Ample vacation time can be your key to getting the right people
- Takeaway: THEY VALUE ME ENOUGH TO COMPENSATE ME CORRECTLY



#4 - A culture I can thrive in



A culture I can thrive in: Feedback

Encouragement

- Notes/Words

Feedback

- Annual Reviews
- Weekly/Monthly Feedback

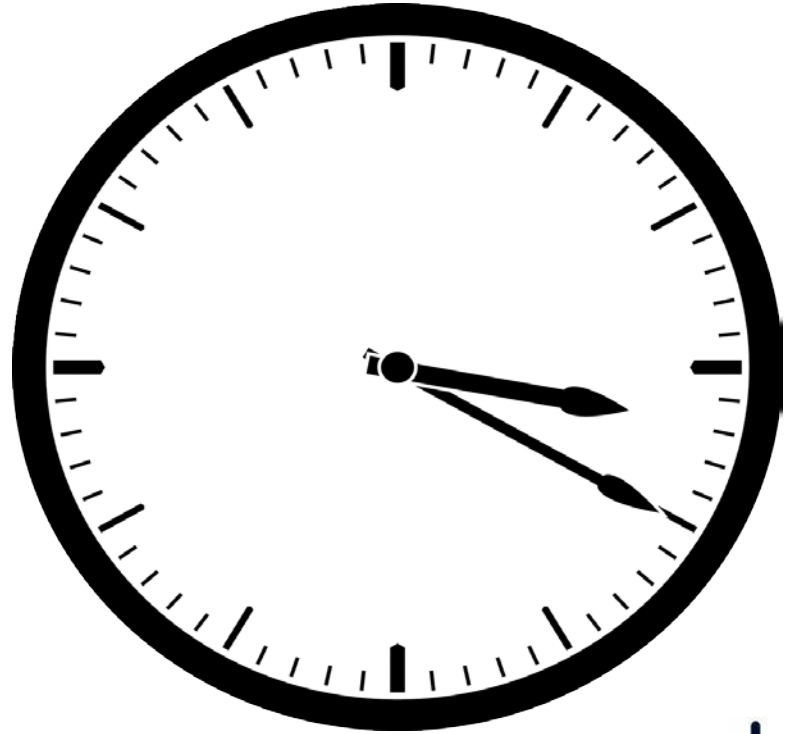
DO YOU APPRECIATE ME?



A culture I can thrive in: TIME

- Don't overwork performers
- Part time at some time
- Time as reward

DO YOU BELIEVE IN
WORK/LIFE BALANCE FOR
ME?



A culture I can thrive in: Flexibility

- Location flexibility
- Hours flexibility

DO YOU TRUST ME?



A culture I can thrive in: Non-cash Compensation

- Ritz Carlton
- Movies and popcorn
- Gift card to restaurant

DO YOU VALUE ME?



A culture I can thrive in: Fun!

- Outings – cooking school, bowling
- Offsite Half Day Annually
- Birthday/anniversary/milestones cakes
- Friday breakfasts



DO YOU WANT TO HELP ME
HAVE FUN HERE?



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Tactic 1: The Three Lists



Tactic 2: Individual Retention Plans

- Top performers only
- Staff decides on individual plan to keep top 5% of employees
- HR monitors or CEO if no HR



Tactic 3: Blind Surveying

- Third Party talks to staff
- Overarching issues discovered
- Plan made and followed
- **YOU CAN'T FIX WHAT YOU DON'T KNOW**



Tactic 4: 5% of your time on organizational health

- Every week – 2 hours
- Make a plan and involve managers
- Get help – we can help you!

- **READ: The Advantage by Patrick Lencioni**



The PAYOFF

- Best employees staying
- People asking to work for you
- What your employees say about your company
- Better bottom line!

