



RECRUITING AND RETAINING TOP TALENT BY LEVERAGING CULTURE

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INTROS

Please silence cell phones.

Please ASK QUESTIONS!

Please write down one thing that is going to keep nagging at you during this presentation.



TOP REASONS CITED FOR LEAVING CURRENT JOB?

TOP FIVE REASONS OF THE GREAT RESIGNATION



CULTURE



JOB INSECURITY
AND
REORGANIZATION



HIGH LEVELS OF
INNOVATION



FAILURE TO
RECOGNIZE
PERFORMANCE



POOR RESPONSE
TO COVID



WHAT IS CULTURE?



WHAT ARE THE 5 KEY COMPONENTS THAT DRIVE CULTURE

Non-inclusive	VS	Inclusive
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Disrespectful	VS	Respect
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Dishonesty/Unethical	VS	Integrity/Ethical
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Cutthroat Environments	VS	Interdepartmental Cooperation
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Poor Management	VS	Effective People Leaders
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COSTS OF TOXIC CULTURE

01

Loss of
Productivity

02

Disengagement

03

Increased
recruitment
resources

04

Increased
medical plan
costs

05

Absenteeism

06

Reputation and
Promoter Scores



PEOPLE, EMOTIONS & FEELINGS

In the workplace

HOW DO WE COMBAT TOXIC CULTURE AND REDUCE ATTRITION?

- Provide opportunities for lateral job movement and/or joining Cross Functional Teams
- Create Communities of Connection
- Flexibility/Remote Work
- Offer Predictability in Work Schedules
- Solicit employee experience feedback
- Solicit a VARIETY of voices
- Ensure our People Leaders are well equipped





REFLECT: How are folks hearing about what it's like to work for us?



Culture/Brand is visible throughout the process



Empowering Recruitment Campaigns – Post and Pray doesn't work!



How easy is it for a candidate to apply?



How much time and attention are we giving to retention?

RECRUITING STRATEGIES & HOW TO LEVERAGE THEM?

QUESTIONS?

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