

RECRUITING AND RETAINING TOP TALENT BY LEVERAGING CULTURE

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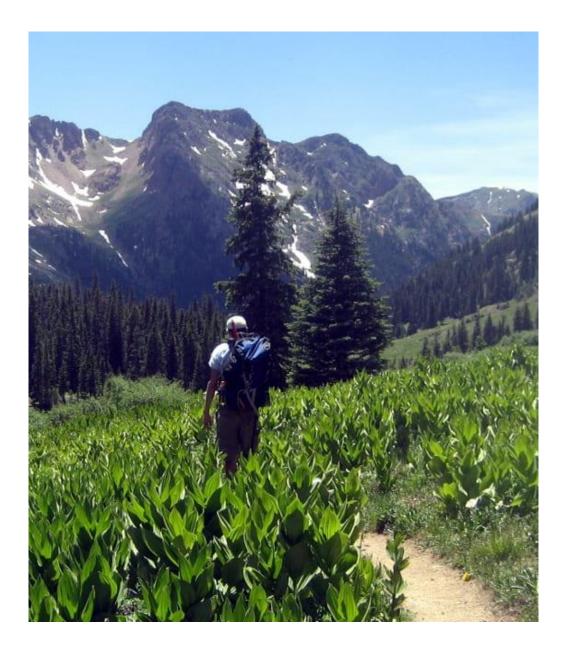


INTROS

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



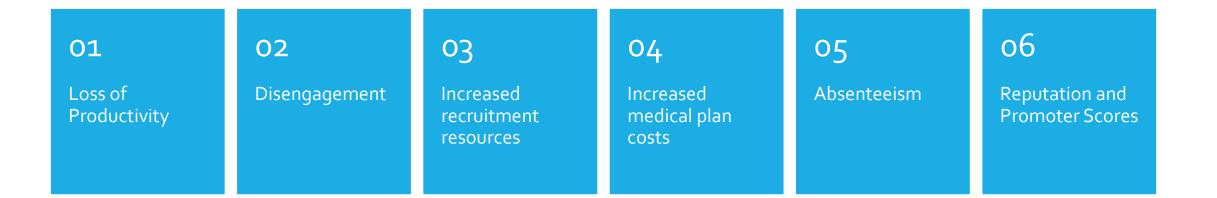


WHAT IS CULTURE?

WHAT ARE THE 5 KEY COMPONENTS THAT DRIVE CULTURE

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

COSTS OF TOXIC CULTURE





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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