



We'll get you there.

Confronting the Great Resignation

Improving Employee Retention with Effective Communication

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Learning Objectives

In this session, we plan to:

- Cover confronting the “Great Resignation”
- Explore the pandemics impact on the perception of work
- The transition to manager-leader
- Attracting and retaining talent





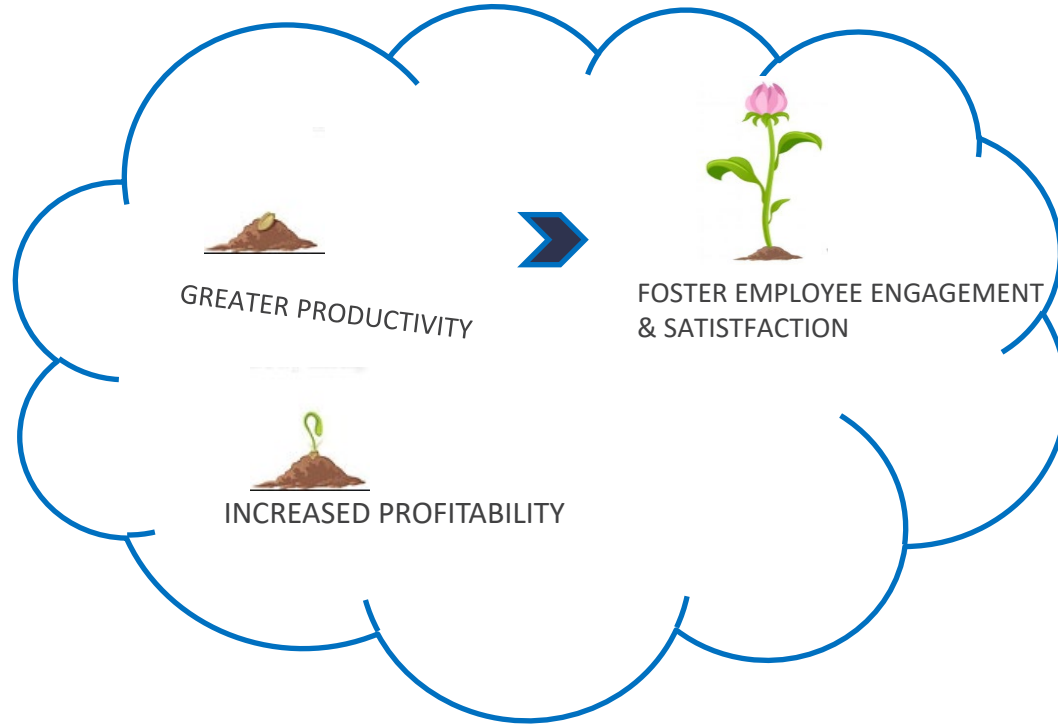
Confronting The Great Resignation



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Retention



Clients are saying... *The demand for talent has skyrocketed!*

“Talent acquisition is fast becoming the differentiator amongst businesses...”



Just Prior to the Pandemic

There is no shortage of surveys, articles, and “theories” on the cause of the “Great Resignation.”



FORBESWOMEN

The Incredibly Simple Reason Behind The Great Resignation

Liz Elting Contributor @

Source: Forbes.com



Human Resource Management

**Harvard
Business
Review**

The Great Resignation Didn't Start with the Pandemic

by Joseph Fuller and William Kerr

March 23, 2022



Maria Luisa Corapi/Getty Images

Inc.

LEAD

These Are the Top 5 Reasons People Are Quitting During the Great Resignation, According to a Massive New Analysis (Hint: None of Them Is Pay)

A team out of MIT combed through huge amounts of data to determine the real causes of the Great Resignation.

BY JESSICA KILGAMER, CONTRIBUTOR, INC.COM PHOTO: GETTY IMAGES



What? 60%+ of Americans are Considering or Did Change Jobs

- Pandemic forced some of the change
- “Life’s too short!”
- Time at home verses work
- Had no choice at times
- What if I changed to a “better job.”



Top Reasons for Resignation

Area

8%

Source: PEW Research Center

[The Great Resignation: Why workers say they quit jobs in 2021](#) | [Pew Research Center](#)



Top Reasons for Resignation

Area
Employer COVID vaccine mandate (8%)

35%

Source: PEW Research Center

[The Great Resignation: Why workers say they quit jobs in 2021](#) | Pew Research Center



Top Reasons for Resignation

Area
Employer COVID vaccine mandate (8%)
Felt disrespected (35%)

23%

Source: PEW Research Center

[The Great Resignation: Why workers say they quit jobs in 2021](#) | [Pew Research Center](#)



Top Reasons for Resignation

Area
Employer COVID vaccine mandate (8%)
Felt disrespected (35%)
Health and paid time off benefits (23%)

37%

Source: PEW Research Center

[The Great Resignation: Why workers say they quit jobs in 2021](#) | Pew Research Center



Top Reasons for Resignation

Area
Employer COVID vaccine mandate (8%)
Felt disrespected (35%)
Health and paid time off benefits (23%)
Low Pay (37%)

33%

Source: PEW Research Center

[The Great Resignation: Why workers say they quit jobs in 2021 | Pew Research Center](#)



Top Reasons for Resignation

Area
Employer COVID vaccine mandate (8%)
Felt disrespected (35%)
Health and paid time off benefits (23%)
Low Pay (37%)
No advancement (33%)

20%

Source: PEW Research Center

[The Great Resignation: Why workers say they quit jobs in 2021 | Pew Research Center](#)



Top Reasons for Resignation

Area
Employer COVID vaccine mandate (8%)
Felt disrespected (35%)
Health and paid time off benefits (23%)
Low Pay (37%)
No advancement (33%)
Too many hours (20%)

24%

Source: PEW Research Center

[The Great Resignation: Why workers say they quit jobs in 2021 | Pew Research Center](#)



Top Reasons for Resignation

Area
Employer COVID vaccine mandate (8%)
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Work hour flexibility (24%)

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[The Great Resignation: Why workers say they quit jobs in 2021 | Pew Research Center](#)



Top Reasons for Resignation

	Area
	Low Pay (37%)
✓	Felt disrespected (35%)
✓	No advancement (33%)
✓	Work hour flexibility (24%)
	Health and paid time off benefits (23%)
	Too many hours (20%)
	Employer COVID vaccine mandate (8%)



What do
these have
in common?

They require
interaction and
connection.

Source: PEW Research Center

[The Great Resignation: Why workers say they quit jobs in 2021 | Pew Research Center](#)





The Transition to Manager- Leader: Mindset, Challenges, Myths and Tips

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Management and Leadership

5 things new managers should focus on FIRST

- 1 Establish a leadership philosophy ✓
- 2 Focus on the day to day of management + leadership ✓
- 3 Be clear about your communication and top priorities ✓
- 4 Set common values and common standards ✓
- 5 Remember that it is OK to be scared + vulnerable ✓

Source: HBR, 5 things new managers should focus on first, Anthony Tjan, May 2017



New Manager Challenges

- Meeting higher performance expectations
- 4. Prioritizing projects
- 3. Motivating the team
- 2. Supervising friends or former peers
- 1. Balancing individual job responsibilities with time spent overseeing others



Management Myths

1. Management training is all I need to be a great manager
2. It's all about the people/it isn't all about the people
3. It's harder to become a manager than to be a manager
4. My technical skills are most important - I have to be able to do everyone else's jobs



10 Tips for New Managers

1. Know your resources and where to get help
2. Identify a mentor
3. Keep an eye on staffing
4. Set expectations – for you and your team
5. Establish boundaries
6. Use your calendar wisely
7. Collaborate
8. Find your style but be flexible
9. Don't be too hard on yourself
10. Have fun!





The pandemic's impact on the perception of work...

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The pandemic's impact on the *perception of work*

Employers

- Already struggling for staff
- Location of work changed
- Communication impacted
- Pay competition
- Traditional recruiting fails
- Look for “solutions.”

Employees

- Step back from work
- Applicant “Market”
- Work from home
- Connection less personal
- “Pay what I am worth”
- Get my attention.





Attracting and Retaining Talent



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Recruitment starts with.....



Organizational Culture



Candidate experience – from the first “touch”



Everything EXCEPT salary/compensation



Accuracy, clarity and how you reach your market



Recruitment starts with: **Attracting Candidates**

Beyond salary, what candidates are looking for:

Work-life balance

Benefits (including "extras" like wellness, professional development)

Better commute

"Better" or "good/positive" culture

Greater responsibility, opportunity to grow

Hybrid work arrangements

Schedule flexibility

Employee appreciation and recognition practices



What to listen for....

Do you hear candidates ask for any of these when considering a position?

- Work-life balance
- Benefits (including "extras" like wellness, professional development)
- Better commute
- “Better” or "good/positive" culture
- Greater responsibility, opportunity to grow
- Hybrid work arrangements
- Schedule flexibility
- Employee appreciation and recognition practices



Retention – Keeping your most important resource

- Rewards and Recognition
 - Referral programs to support recruitment
 - Recognition programs
 - Years of service
 - Goals achievement
 - Informal recognition (“shout outs”)
- Exit Interviews/Stay interviews
- Developing your managers
- Supporting learning paths and defining career paths
- Promote health and wellness





THANK YOU!

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