



# RISING TO THE CHALLENGE

**Retention and Development of Employees Starts on Day 1**

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Career Re[Search] Group**

# Winning the War for Talent



*Retention and Development Start on Day 1*

# Background

- Creator: “Human Search Engine” process for career change Adopted by colleges and U.S Congress
- Author: “Winning the War for Talent” (Audible)
- SME, Pearson Publishing: Career Choice and Job Search
- Hiring manager for Fortune 500 companies
- Career Services: Largest Technical College in Wisconsin for 10 years

*When people stop Learning...They  
Start Leaving*

# First 90 days- 3.4 Years



Year 1 - Become comfortable with JOB



Year 2- Become comfortable with COMPANY



Year 3- Start looking for growth or change



Create a Mentor program



Easy to leave a Company, Hard leaving a person

The first 90 days are the MOST critical for a new hire

*Here's what they just left behind:*

All of their friends and coworkers

All of their customers and vendors

All of their industry/company specific knowledge

All credibility they had built up

They HOPE they made a good choice... AND their old boss hopes they are unhappy and comes back

They have made a traumatic change in their life...so let's pay attention to what the largest trainer of free-thinking leaders in the history of the world does in this scenario

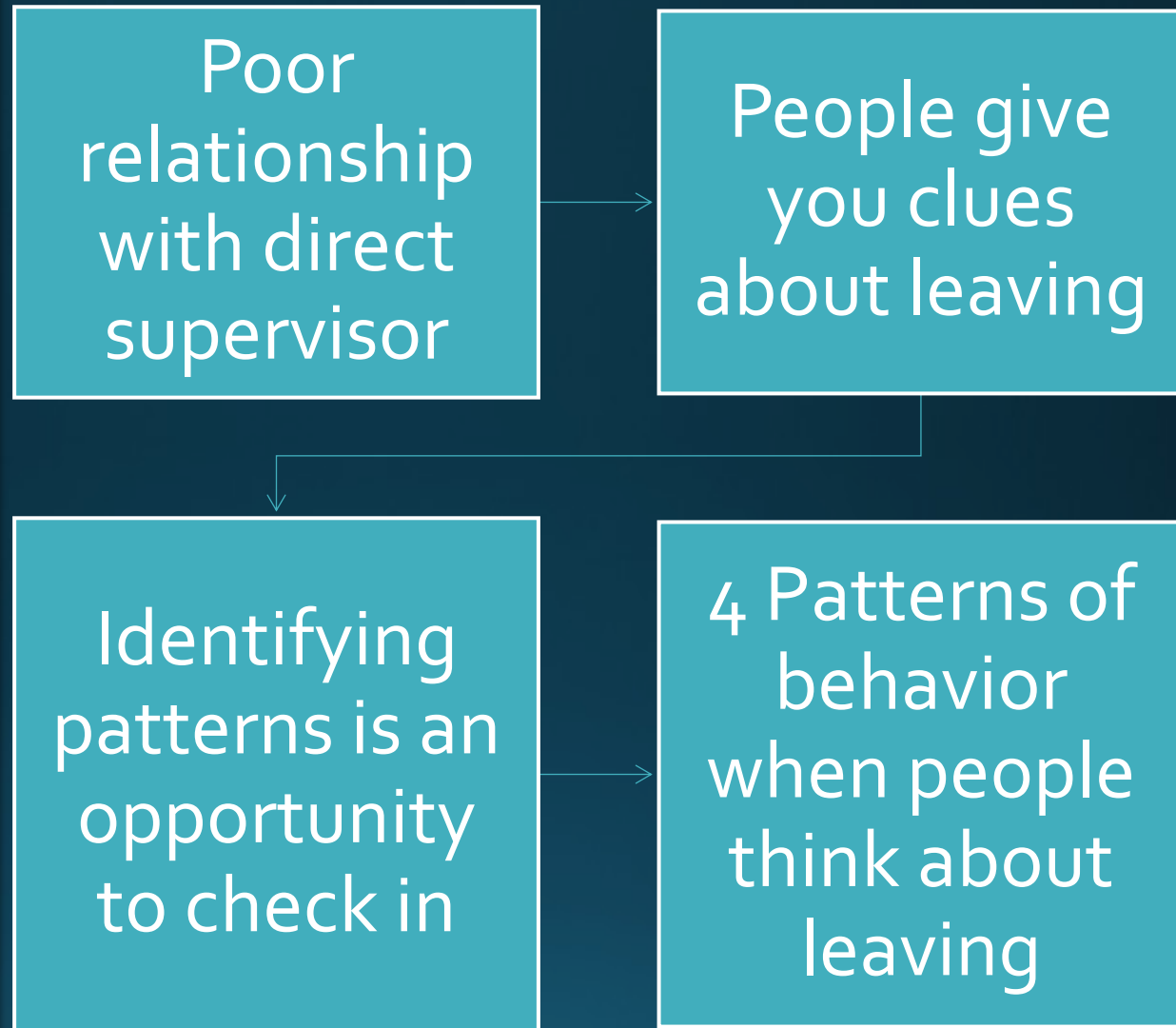
# Retention: The #1 Reason People Leave... and Patterns

Poor  
relationship  
with direct  
supervisor

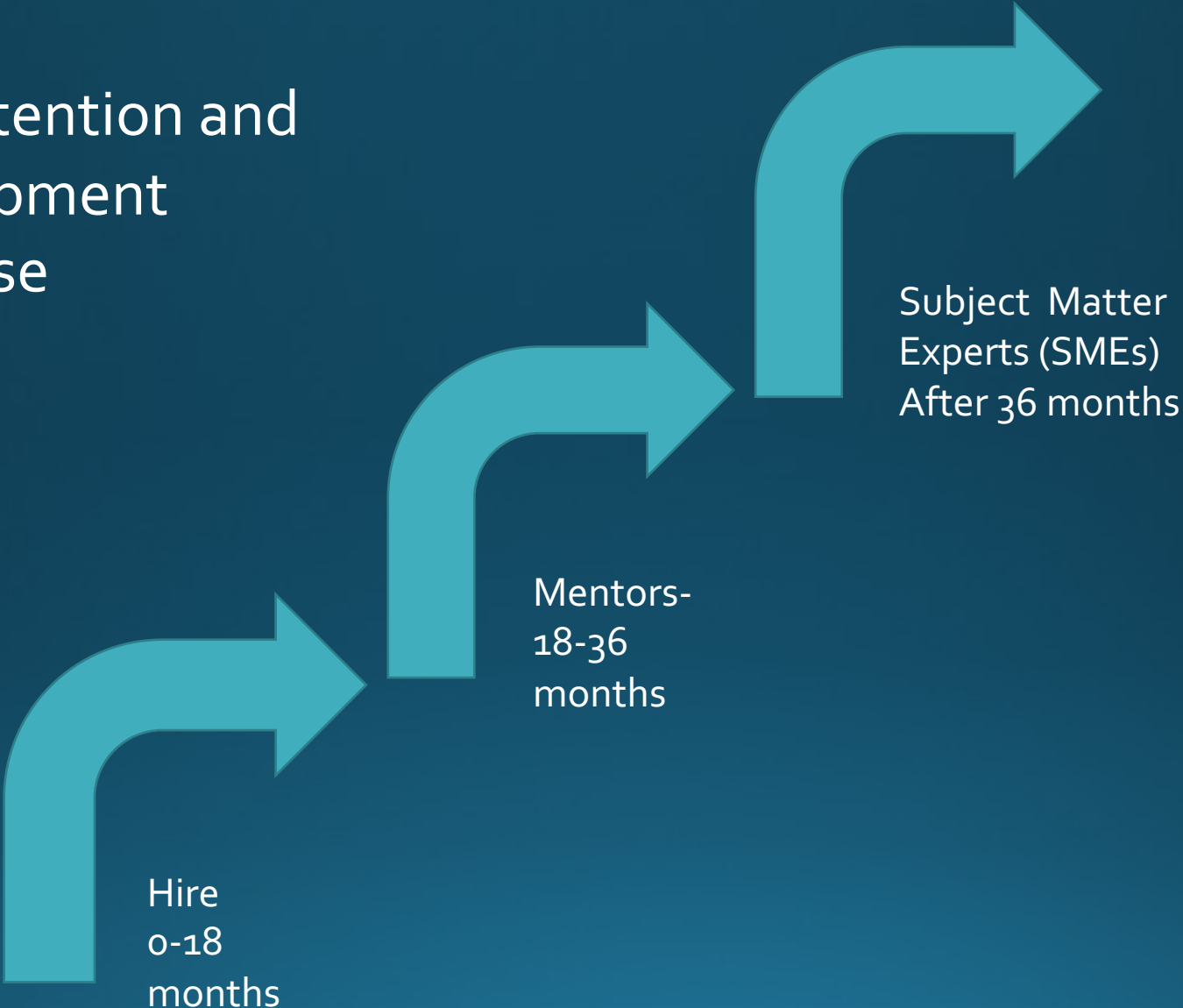
People give  
you clues  
about leaving

Identifying  
patterns is an  
opportunity  
to check in

4 Patterns of  
behavior  
when people  
think about  
leaving



# The Retention and Development Staircase





# Create Subject Matter Experts (SMEs)

## Common Topics for SMEs in Organizations

1. Analytical Problem Solving
2. Win/Win bargaining
3. Active Listening
4. Group Facilitation
5. Areas of Essential Technical Expertise

Online resources to train people to be Subject Matter Experts on topics critical to your organization are all around you

1. Coursera

2. Udemy

3. LinkedIn Learning

4. EdX

5. Masterclass

# Winning the War for Talent

[www.chriszczarnik.com](http://www.chriszczarnik.com)



*SCAN ME*

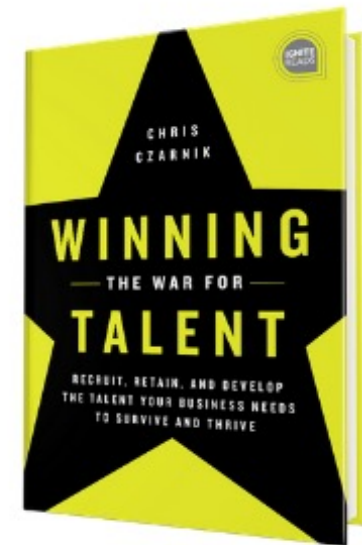
Want to learn more about how you and your team can **WIN**?

On your smartphone, open your camera or QR code reader and use it to view the code to the left.

Simply follow the link to start the conversation! We will be in contact with you very soon!



**RECRUIT, RETAIN, AND  
DEVELOP THE TALENT  
YOUR BUSINESS NEEDS  
TO SURVIVE AND THRIVE**



Winning the War for Talent  
[www.chrisczarnik.com](http://www.chrisczarnik.com)

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