

Winning the War for Talent



*Where did all the people go...
and when are they coming back?*

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

Demographic shifts have
created a battle for employees

The Population Math Problem

Baby Boomers: 57- 74 years old

75.4 million

Generation X: 39-56 years old

65.9 million

Millennials: 21- 38 years old

76.8 million

Generation Z: up to 21 years old

67 Million

Labor participation rates:

Historic: 68%

Today: 62.3%

Retain Your Current Great Salaried Employees

- It's costs 40% of an employee's annual salary to lose and replace them
- Vacation is a NO COST benefit for SALARIED employees
- People will NOT leave for more money but LESS Vacation...

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

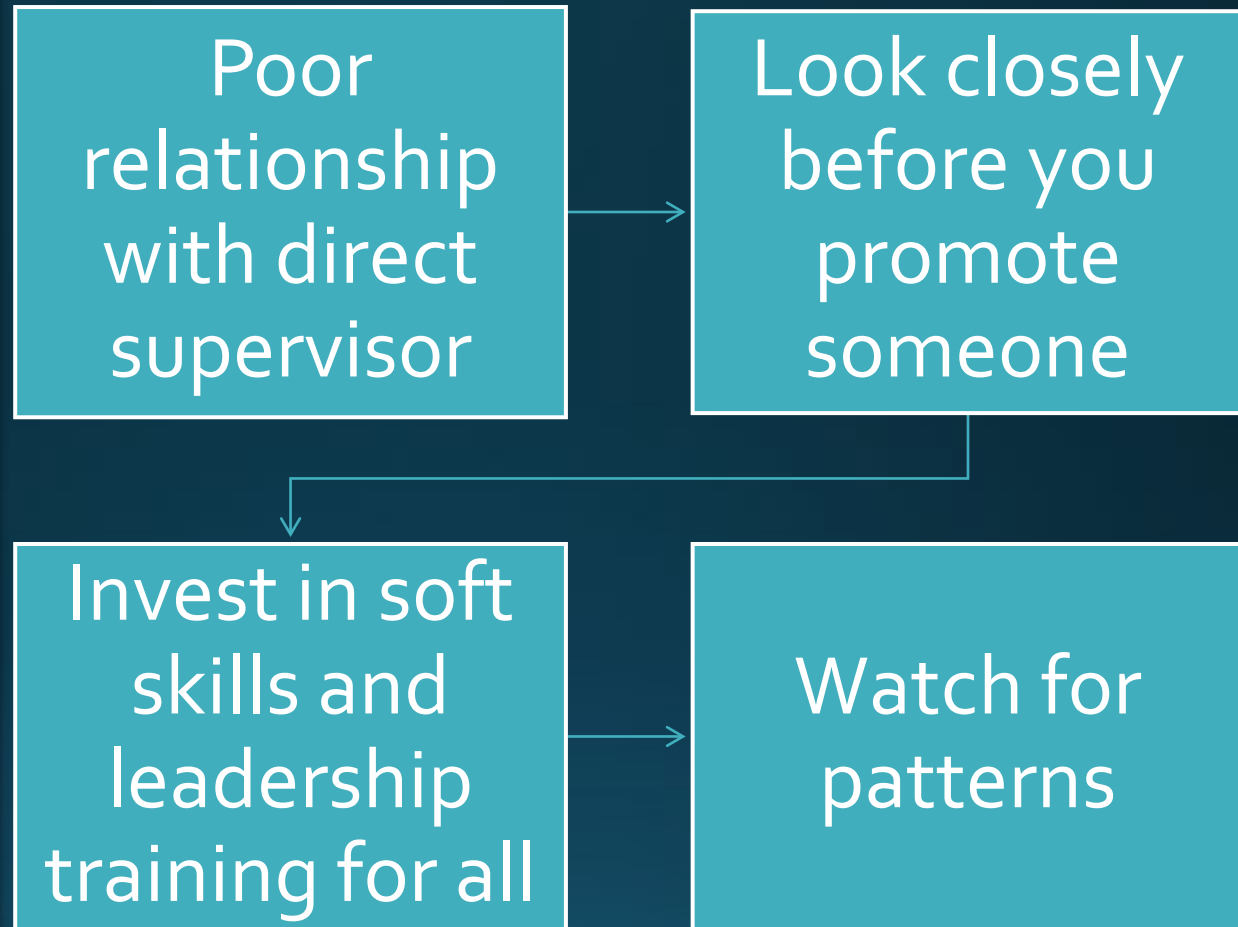
The #1 Reason People Leave

Poor relationship with direct supervisor

Look closely before you promote someone

Invest in soft skills and leadership training for all

Watch for patterns



Don't Answer WHAT...Answer WHY



Year 1 - Become comfortable with JOB



Year 2- Become comfortable with COMPANY



Year 3- Start looking for growth or change



Create a Mentor program-create connection



Easy to leave a Company, Hard leaving a person

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



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!