

Retaining this Generation's Best Talent

Dr. Andy Netzel

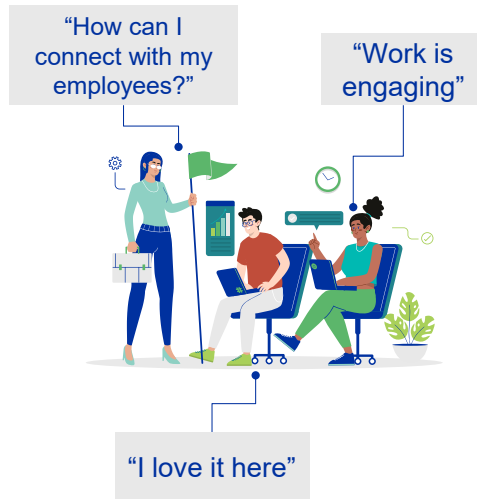
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For these hours to appear on your certificate, you must:

- Scan your badge at the door
- Attend 90% of the session
- Fill out the online evaluation



Retaining This Generation's Best Talent



\$630,000,000,000



\$630,000,000,000



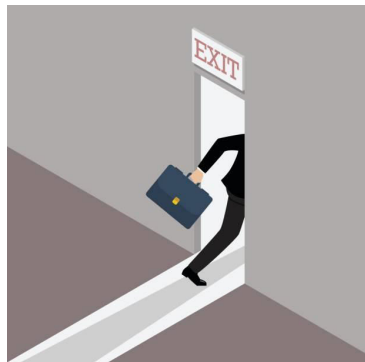
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2025

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\$1,000,000,000,000

GALLUP

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Annual overall turnover
rate (voluntary) =
13%



- 13% annual turnover rate
- 38% quit within 1st year
- 40% quit within 90 days



- 200-person organization
- \$75,000 average salary
- 13% turnover rate (voluntary)
- 33-50% of salary to replace

**Annual recruiting
costs?**



**\$643,500 -
\$975,000**

**Each.
Year...Potentially**



Costs of Turnover

More than just \$\$\$...



Time



Loss of Morale



Frustration



Culture Erosion

...but also \$\$\$



33-55% of salary



Lost Productivity



**52% of
voluntary
exiting
employees**



**How do we
retain this
generation's
best talent?**



Retaining Talent



The Problem

1

Employees
are quitting in
large numbers



The Root Cause

2 ?

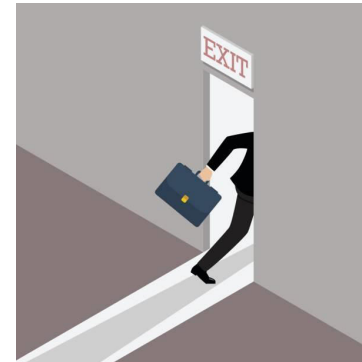


The Solution

3 ?

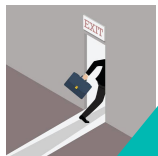
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Retaining Talent



The Problem

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Employees
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The Root Cause

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The Solution

3 ?

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slido



Why have employees left
your organization in the
past?

① Start presenting to display the poll results on this slide.

slido



How sure are you of the reasons your past employees have left?

① Start presenting to display the poll results on this slide.

Employees feel
stagnant, undervalued,
and disconnected from
meaningful work

The Root Cause



Stagnant

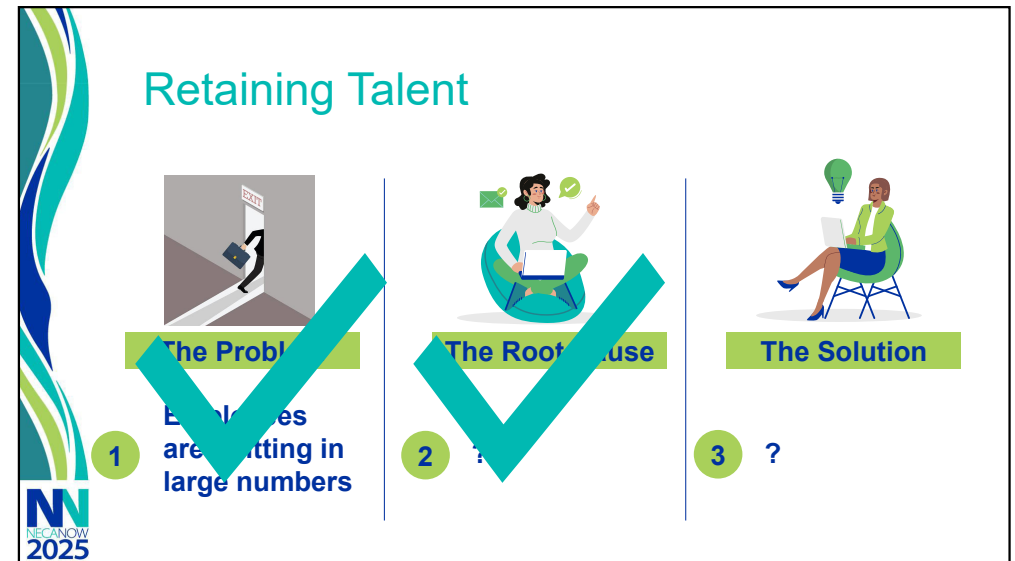
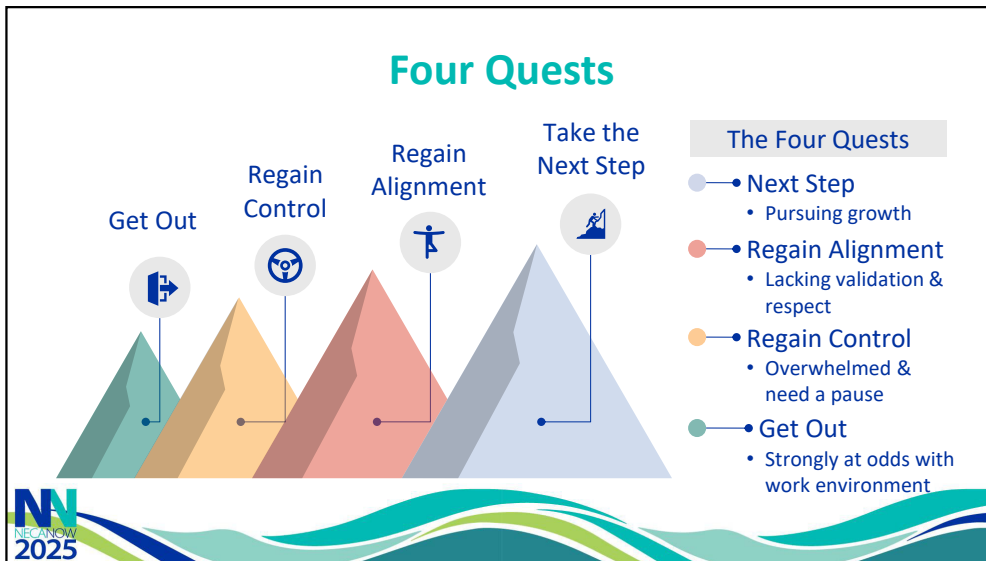
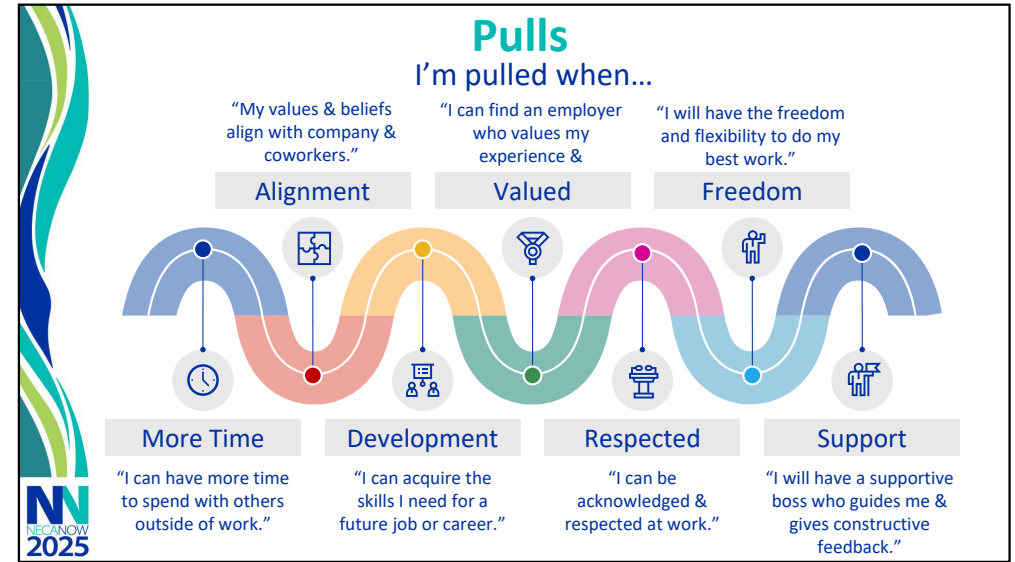
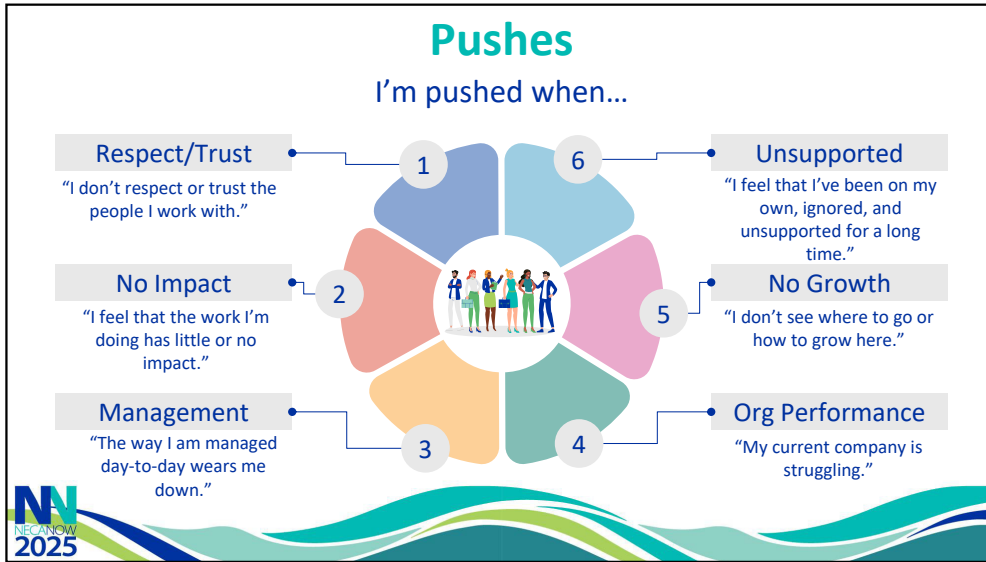


Undervalued



Disconnected





So, what can
managers do?



Engage early...
...and engage often



Entry Interviews

Engage early...

...and engage often



30 Days

- Examine the pushes and pulls that led them to your company



60 Days

- Help clarify why they are at your company and what is important to them



90 Days

- What, if anything, has changed since they started? What skills do they want to invest in?



180 Days

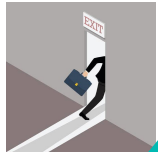
- Frame these talks as your way of identifying important features of their experience so that with their input, you can create a workplace that they'll want to "rehire" to each day



Create an attractive
value proposition



Retaining Talent



The Problem

1 Employees are quitting in large numbers



The Root Cause

2 ?



The Solution

3 ?



Retaining Talent



The Problem

1 Employees are quitting in large numbers



The Root Cause

2 ?



The Solution

3 ?

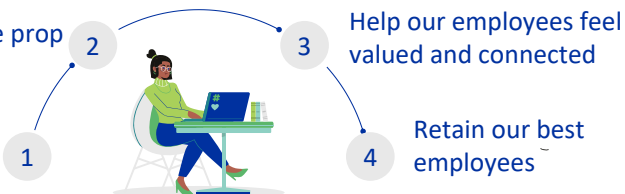


Retaining Our Best Talent

What can managers do?

Create attractive value prop

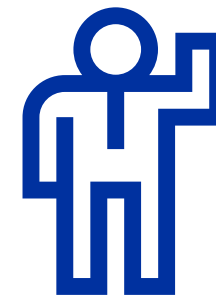
Engage early & often



You're spending up to 50% of a quitting employee's salary to replace them



Q&A



Please Complete the Online Evaluation

