



STRATEGIC LEADERSHIP- RECRUIT AND RETAIN YOUR FUTURE


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Description



This session will give you the opportunity to learn best practices and share with your peers the challenges you are facing. You will engage in strategic planning for your future success and leave with the tools you need to get your company ahead of this challenge - instead of constantly reacting to changes.

Learning Objectives

1. Identify development efforts that sustain a culture of growth, agility, and resiliency.
2. Explore effective recruiting approaches that target the talent your organization requires.
3. Describe methods to retain top talent within an evolving work force.

Learning Outcomes

- Understanding of the efforts needed to sustain a culture of growth, agility, and resiliency.
- Gain the ability to tailor your recruiting strategy to evolve with the





1
CULTURE

2
RECRUIT

3
RETAIN

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DEVELOP & SUSTAIN CULTURE

Growth

Agility

Urgency

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RECRUITING STRATEGY

Referrals

Passive

Active

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GENERATIONAL EVOLUTION

Traditionalists
Pre-1945

Boomers
1946-1965

Gen X
1966-1977

Millennial
1978-1995

Gen Z
After 1995

Work is: An obligation

Aspiration: Home ownership

Changing Jobs: Stay for life

Career Path: Slow and steady

Work is: Expected

Aspiration: Job Security

Changing Jobs: Loyalty to employer

Career Path: Upward mobility

Work is: A difficult challenge

Aspiration: Work-life balance & independence

Changing Jobs: If necessary

Career Path: Need to know options now

Work is: A means to an end

Aspiration: Freedom and flexibility

Changing Jobs: Is expected

Career Path: Switch frequently and fast

Work is: Constantly evolving

Aspiration: Structure and stability

Changing Jobs: Change often

Career Path: Career "multitaskers"



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RETAIN YOUR TALENT

Engagement

Development

Succession

What are you doing?

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Please complete the Online Evaluation



<https://www.surveymonkey.com/r/NECA2024SanDiegoConvention>

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