

How to Find Employees and Keep Them

August 31, 2016

The webinar will begin at 1:00 p.m. CT



Carrie Cox, PHR, SHRM-CP
Senior Organizational Development Consultant

Administration



If you need HR or CPE credit, please participate in all polls throughout the presentation.

Administration



A recording of today's webinar will be emailed for your reference or to share with others.

Administration



For best quality, call in by phone instead of using your computer speakers.

Administration



To ask questions during the presentation, use the questions box on the right side of your screen.

Administration



Please provide your feedback at the end of today's presentation.

About the Speaker



Carrie Cox, PHR, SHRM-CP

Senior Organizational Development Consultant

PHR and SHRM-CP certified

Thorough knowledge of human resources laws and best practices

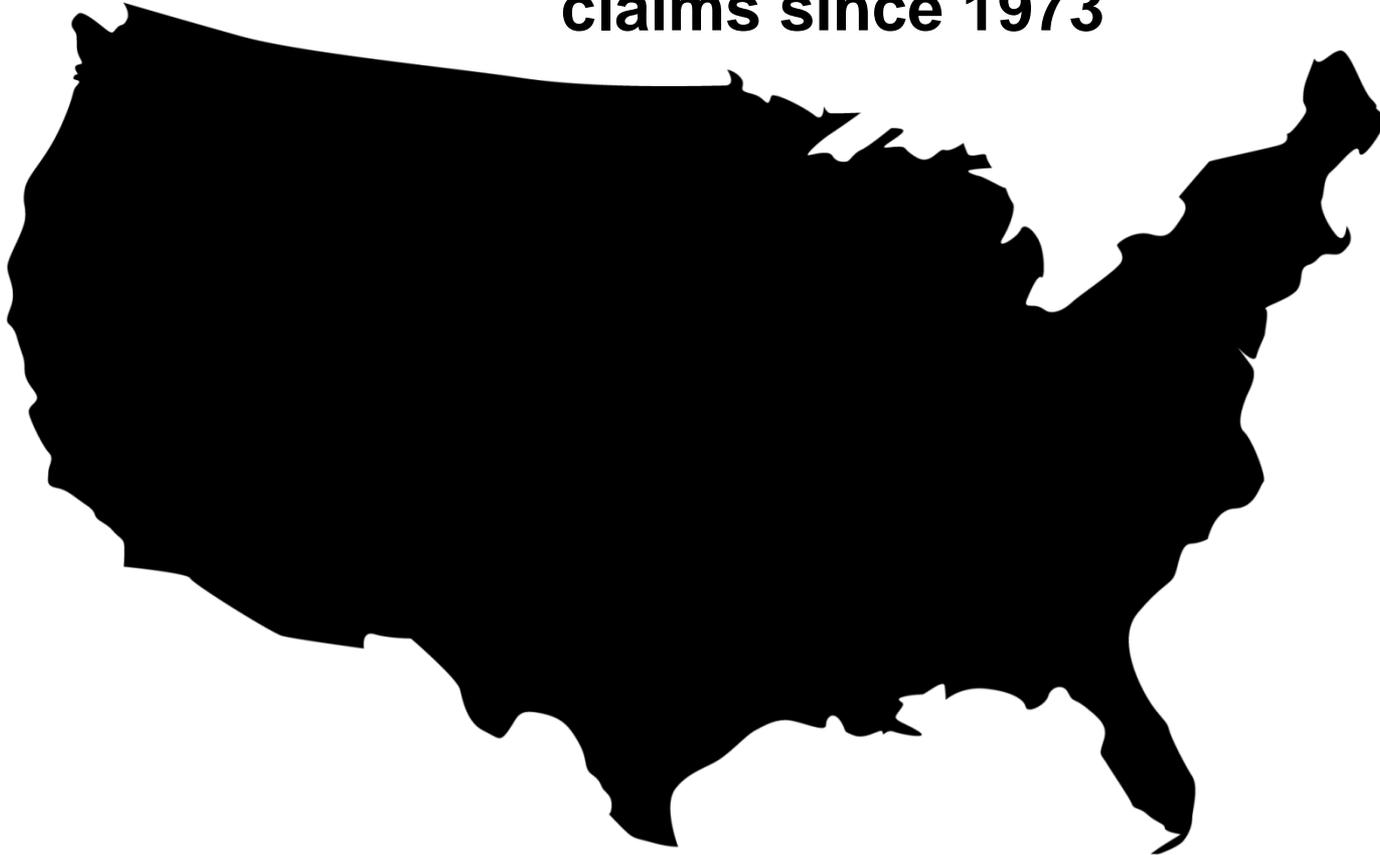
Experience in a variety of HR functions

Agenda

- Review current employment trends.
- Explore strategies for recruitment and retention.
- Identify how organizational culture influences employees.
- Review good recruitment and onboarding processes.

Current Picture

**Lowest number of jobless
claims since 1973**



+ 255,000 jobs

Talent Shortage Factors

Technological
Growth

Shifting
Demographics

Increasing
Customer
Sophistication

Rise of
Individual
Choice/Freedom

Talent Shortage Factors

Technological
Growth

Shifting
Demographics

Increasing
Customer
Sophistication

Rise of
Individual
Choice/Freedom

Talent Shortage Factors

Technological
Growth

Shifting
Demographics

Increasing
Customer
Sophistication

Rise of
Individual
Choice/Freedom

Talent Shortage Factors

Technological
Growth

Shifting
Demographics

Increasing
Customer
Sophistication

Rise of
Individual
Choice/Freedom

Poll #1

A Look at the Numbers

68%

**of HR professionals had difficulty
filling jobs in 2015**

More than

1/3

of employers cite a lack of available applicants

Skilled Labor and STEM Careers



So What Can We Do?

Know your WHY.

Engage current employees.

Provide development opportunities.

Do community outreach and education.



KNOW YOUR WHY

Know Your Why



Employee Value Proposition



Employee Value Proposition



Employee Value Proposition



Employee Value Proposition



Employee Value Proposition





Poll #2



EMPLOYEE ENGAGEMENT

What is Engagement?



Why is Engagement Important?

Engaged employees:

- Invest in the organization's future
- Do more and go beyond expectations
- Strongly recommend the organization



Drivers of Employee Engagement

- Strategic alignment with mission
- Trust in senior leadership
- Relationship with immediate supervisor
- Personal influence
- Clarity of expectations
- Resources and support to do the job



Drivers of Employee Engagement

- Peer culture and interactions
- Nature of the job
- Career support
- Development opportunities
- Employee recognition and appreciation
- Pay fairness

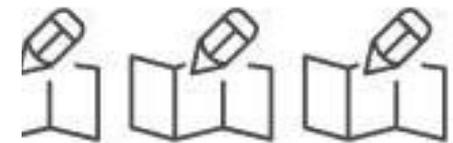


Impact of Lack of Engagement

Employees Who Under
Their C

Employees Who Can Relate
Their Work to the Goals

Employees Who Feel
Empowered to Execute Against
the Goals



■ Cannot Relate (80%)



■ Feel Empowered (15%)

■ Do Not Feel Empowered (85%)



EMPLOYEE DEVELOPMENT

Provide Development Opportunities



Succession Planning



Consider Alternative Work Models

- Work sharing
- Flexible work arrangements





Poll #3



COMMUNITY ENGAGEMENT

Engage the Community



Engage the Community



Engage the Community





Poll #4

OTHER CONSIDERATIONS

Importance of Good Managers



Other Considerations

Assess your hiring process.

Review your onboarding process.

Train your managers.

Thank you!

Carrie Cox, PHR, SHRM-CP

Senior Organizational Development Consultant

 Carrie.Cox@aghlc.com

 www.linkedin.com/in/carriecoxHR

 [@CarrieCoxHR](https://twitter.com/CarrieCoxHR)

 316.291.4022

Check out our other webinars!
AGHUniversity.com

Questions **NOT** related to today's content?
mike.ditch@aghlc.com